




Office of Labor Relations

22 Cortlandt Street, New York, NY 10007
nyc.gov/olr

Renee Campion
Commissioner
Daniel Pollak
First Deputy Commissioner

Claire Levitt
Deputy Commissioner
Health Care Strategy
Georgette Gestely
Director, Employee Benefits Program

TO: HEADS OF CONCERNED CITY DEPARTMENTS AND AGENCIES
FROM: RENEE CAMPION, COMMISSIONER
SUBJECT: EXECUTED CONTRACT: ENGINEERING AND SCIENTIFIC 
TERM: MARCH 3, 2010 TO SEPTEMBER 25, 2017

Attached for your information and guidance is a copy of the executed contract entered into by the Commissioner of Labor Relations behalf of the City of New York and District Council 37 on behalf of the incumbents of positions listed in Article I of said contract.

The contract incorporates terms of an agreement reached through collective bargaining negotiations and related procedures.

DATED: 5/23/2022



2010-2017 Engineering & Scientific Agreement

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2010-2017 Engineering & Scientific Agreement

AGREEMENT entered into this 23 day of May, 2022 by and between the City of New York and related public employers pursuant to and limited to their respective elections or statutory requirement to be covered by the New York City Collective Bargaining Law and their respective authorizations to the City to bargain on their behalf and the New York City Health and Hospitals Corporation (d/b/a) NYC Health + Hospitals (“NYC H+H”) (hereinafter referred to jointly as the “Employer”), and the Civil Service Technical Guild, Local 375, AFSCME, AFL-CIO and District Council 37, AFSCME, AFL-CIO (hereinafter jointly referred to as the “Union”), for the ninety (90) month and twenty three (23) day period from March 3, 2010 to September 25, 2017.

WITNESSETH:

WHEREAS, the parties hereto have entered into collective bargaining and desire to reduce the results thereof to writing,

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION

Section 1.

The Employer recognizes the Union as the sole and exclusive collective bargaining representative for the bargaining unit set forth below, consisting of employees of the Employer, wherever employed, whether full-time, part-time per annum, hourly or per diem, in the below listed title(s), and in any successor title(s) that may be certified by the Board of Certification of the Office of Collective Bargaining to be part of the unit herein for which the Union is the exclusive collective bargaining representative and in any positions in Restored Rule X titles of the Classified Service the duties of which are or shall be equated by the City Personnel Director and the Director of the Budget for salary purposes to any of the below listed title(s):

UNIT “A”

(* To be deleted when vacant)

| | |
|--|-------|
| Administrative Architect (Non-Managerial) ** | 1000A |
| Administrative City Planner (Non-Managerial) ** | 1005A |
| Administrative Construction Project Manager (Non-Managerial) ** | 8299A |
| Administrative Director of Laboratory (Water Quality) (Non-Managerial) *** | 1005B |
| Administrative Engineer (Non-Managerial) ** | 1001A |
| Administrative Housing Development Specialist (Non-Managerial) ** | 8300A |
| Administrative Inspector (Buildings) (Non-Managerial) ** | 1007A |
| Administrative Landmarks Preservationist (Non-Managerial) ** | 1003A |
| Administrative Landscape Architect (Non-Managerial) ** | 1002G |
| Administrative Project Director (HPD) (Non-Managerial) *** | 9556A |
| Administrative Project Manager (Non-Managerial) *** | 8300B |
| Air Pollution Control Engineer * | 20610 |
| Air Pollution Control Engineering Intern * | 20602 |
| Air Pollution Control Engineering Trainee | 20604 |
| Air Pollution Inspector | 31315 |

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|---|-----------------------------|
| Architect (including specialty) | 21215, 21216, 212150 |
| Architectural Intern | 21205, 212050 |
| Architectural Specialist * | 06106 |
| Asbestos Hazard Investigator | 31312 |
| Assistant Air Pollution Control Engineer * | 20605 |
| Assistant Architect | 03716, 21210, 212100 |
| Assistant Area Manager of School Maintenance | 91696 |
| Assistant Chemical Engineer | 20510 |
| Assistant Chemist (including specialties) * | 21810, 21811, 218100 |
| Assistant Civil Engineer | 20210, 202100 |
| Assistant Coordinator of Highway Transportation Studies | 22360 |
| Assistant Director of Technical Services (Air Pollution Control) | 20612 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | 20603 |
| Assistant Electrical Engineer | 20310, 05574, 203100 |
| Assistant Engineer (Accounting) | 20710 |
| Assistant Engineering Technician (JOP) | 20112, 03782, 09517 |
| Assistant Environmental Engineer | 20617 |
| Assistant Geologist | 21910 |
| Assistant Health Facilities Planner | 22081, 220810 |
| Assistant Highway Transportation Specialist | 22305 |
| Assistant Landscape Architect | 21310 |
| Assistant Mechanical Engineer | 20410, 204100 |
| Assistant Physicist (including specialties) * | 22010, 1, 2, 3, 220100-30 |
| Assistant Plan Examiner (Buildings) | 22405 |
| Assistant Planner | 22110, 05524 |
| Assistant Project Coordinator | 22420, 05561 |
| Assistant Project Development Coordinator | 22515 |
| Assistant Project Manager | 22502 |
| Assistant Project Services Specialist | 22516 |
| Assistant Scientist (Radiation Control) | 21511 |
| Assistant Signal Circuit Engineer | 20311 |
| Assistant Space Analyst * | 80181 |
| Assistant Superintendent of Construction * | 34210, 03766, 03781, 342100 |
| Assistant Superintendent of Construction and Repairs | 91355 |
| Assistant Supervisor of Electrical Installations | 34208 |
| Assistant Supervisor of Mechanical Installations | 34209 |
| Assistant Surveyor * | 21010 |
| Assistant Surveyor Trainee * | 21005 |
| Assistant Urban Designer | 22092 |
| Associate Air Pollution Inspector | 31316 |
| Associate Chemist | 21822, 963010, 20, 30 |
| Associate City Planner * | 22123 |
| Associate Engineering Technician | 20118, 61710, 20 |
| Associate Graphic Artist * | 91416 |

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|--|---------------------------------|
| Associate Housing Development Specialist | 22508 |
| Associate Landmarks Preservationist | 92238 |
| Associate Project Manager | 22427 |
| Associate Space Analyst * | 80183 |
| Associate Urban Designer | 22124 |
| Automotive Specialist | 20130 |
| Cartographer (Civil Defense) | 71411 |
| Chemical, Biological & Radiological Officer (C.D.) | 71435 |
| Chemical Engineer | 20515 |
| Chemical Engineering Intern | 20503 |
| Chemist (including specialties) | 21815-21, 218150 |
| Chemist Trainee * | 21801 |
| Chief Supervisor of Mechanical Installations | 34265 |
| City Planner | 22122 |
| City Planning Technician | 22121 |
| City Research Scientist | 21744 |
| Civil Engineer (including specialties) | 20215-20, 202150 |
| Civil Engineering Drafter | 20205 |
| Civil Engineering Intern | 20202, 202020 |
| Civil Engineering Trainee | 20201 |
| Community Planning Board Coordinator | 22117 |
| Computer Facilities Maintainer (FISA) | 91603 |
| Construction Management Assistant | 00103, 001030 |
| Construction Manager (including specialties) * | 34217-18, 03812, 342180 |
| Construction Project Manager | 34202, 962510-30 |
| Construction Project Manager Intern | 34201 |
| Criminalist | 21849 |
| Director of Intersectional Traffic Control | 22347 |
| Electrical Engineer (including specialties) | 20315-20, 203150, 60 |
| Electrical Engineering Drafter | 20305 |
| Electrical Engineering Intern | 20302, 203020 |
| Electrical Engineering Trainee | 20301 |
| Engineer (Accounting) (CE & S) | 20715, 20815 |
| Engineer-Assessor (all specialties) | 20915-19 |
| Engineering Aide | 20101 |
| Engineering Specialist * | 06019 |
| Engineering Technician (including specialties) | 20113, 961610, 20, 09933, 03768 |
| Engineering Technician Aide (JOP) | 09456 |
| Engineering Technician Trainee | 20111, 03769, 201110 |
| Engineering Work Study Trainee | 20100 |
| Environmental Control Technician | 90971 |
| Environmental Engineer | 20618 |
| Environmental Engineering Intern | 20616 |
| Estimator (including specialties) | 03713, 20121, 20122, 20123 |

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| Forester | 81361 |
| General Superintendent of Construction (including specialities) * | 34266, 67, 342670 |
| General Superintendent of Construction and Repairs | 91396 |
| General Supervisor of Building Maintenance (all fields) * | 91673-75 |
| Geologist | 21915 |
| Geologist Trainee | 21901 |
| Graphic Artist | 05736, 91415 |
| Health Facilities Planner | 22082, 220820 |
| Highway Transportation Specialist | 22315 |
| Housing Development Specialist | 22507 |
| Housing Development Specialist Trainee | 22506 |
| Illustrator | 91410, 914100 |
| Industrial Hygienist | 31305 |
| Instrument Maker (Radiology) | 90722, 907220 |
| Instrumentation Specialist | 91001 |
| Instrumentation Specialist (Trainee) | 91000 |
| Junior Architect | 21206, 212060 |
| Junior Chemist | 21805, 218050 |
| Junior Civil Engineer | 20206, 202060 |
| Junior Drafter | 20102 |
| Junior Electrical Engineer | 20306, 203060 |
| Junior Health Facilities Planner | 22080, 220800 |
| Junior Mechanical Engineer | 20406, 204060 |
| Landmarks Preservationist | 92237 |
| Landmarks Preservation Specialist | 92242 |
| Landscape Architect | 21315 |
| Landscape Architect Intern | 21306 |
| Marine Electronics Technician | 06753 |
| Mechanical Engineer (including specialities) | 20415-18, 204150 |
| Mechanical Engineering Drafter | 20405 |
| Mechanical Engineering Intern | 20403, 204030 |
| Medical Equipment Repair Technician | 90690, 906900 |
| Medical Equipment Specialist | 90691, 906910 |
| Painting Inspector | 32815 |
| Physicist (Levels I, II, III) (including specialities *) | 22015-18, 220150, 70, 80 |
| Physicist Trainee * | 22001 |
| Plan Examiner (Buildings) | 22410 |
| Planner | 22115 |
| Planner Trainee | 22107 |
| Principal Air Pollution Control Engineer | 20620 |
| Principal Air Pollution Inspector | 31360 |
| Principal Chemical Engineer | 20550 |
| Principal Chemist (including specialities) | 21835-37, 218350 |
| Principal Civil Engineer (including specialities) | 20250, 20260 |

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| Principal Electrical Engineer | 20350 |
| Principal Engineer | 21130 |
| Principal Illustrator | 91460, 03818 |
| Principal Mechanical Engineer | 20450 |
| Principal Physicist * | 22030 |
| Principal Planner | 22130, 03816 |
| Principal Research Scientist (Biological Sciences) | 21770, 217700 |
| Principal Urban Designer | 22095 |
| Project Coordinator | 22421, 03718 |
| Project Development Coordinator | 22525 |
| Project Development Coordinator Trainee | 22504 |
| Project Manager (Other than HHC) | 22426 |
| Project Manager (HHC only) | 039710, 224260, 224270 |
| Project Manager Intern | 22425 |
| Project Services Specialist | 22526 |
| Radio Repair Technician | 00457, 004570 |
| Research Scientist | 21755 |
| Safety Officer | 31617, 05609, 316170 |
| Safety Specialist | 05799, 31310 |
| Scientist (Radiation Control) | 21516 |
| Scientist (Water Ecology) | 21538 |
| Scientist (Water Ecology) Trainee | 21537 |
| Senior Air Pollution Control Engineer | 20615 |
| Senior Air Pollution Inspector | 31335 |
| Senior Architect (including specialties) | 21225-26, 212250 |
| Senior Automotive Specialist | 20131 |
| Senior Chemical Engineer | 20525 |
| Senior Chemist (including specialties) | 21825-31 |
| Senior Civil Engineer (including Specialist) | 20225-32, 202250 |
| Senior Electrical Engineer (including Specialist) | 20325-29, 203250 |
| Senior Engineer (Accounting) | 20725 |
| Senior Engineer (Safety) | 20825 |
| Senior Engineer (Cranes) | 20234 |
| Senior Engineer-Assessor | 20920 |
| Senior Engineering Technician (including specialties, JOP) | 20114, 16, 09518, 03806 |
| Senior Environmental Control Technician | 90972 |
| Senior Estimator (including specialties) | 20126-28 |
| Senior Geologist | 21925 |
| Senior Health Facilities Planner | 22083, 220830 |
| Senior Highway Transportation Specialist * | 22325 |
| Senior Hull & Machinery Inspector | 33335 |
| Senior Illustrator | 91435, 914350 |
| Senior Industrial Engineer | 20625 |
| Senior Landscape Architect | 21325 |

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|--|--------------------------|
| Senior Mechanical Engineer (including specialties) | 20425-28, 204250 |
| Senior Meteorologist | 21950 |
| Senior Painting Inspector | 32835 |
| Senior Physicist (including specialties) * | 22025-29, 220250, 60, 70 |
| Senior Plan Examiner (Buildings) | 22411 |
| Senior Planner | 22125, 03801 |
| Senior Project Coordinator | 22422 |
| Senior Project Development Coordinator | 22530 |
| Senior Project Services Specialist | 22531 |
| Senior Scientist (Radiation Control) | 21526 |
| Senior Supervisor of Mechanical Installations | 34235 |
| Senior Traffic Control Inspector * | 31735 |
| Senior Urban Designer | 22094 |
| Senior Waterfront Construction Inspector | 34535 |
| Space Analyst * | 80184 |
| Superintendent of Construction* | 34215, 03796, 342150 |
| Superintendent of Construction and Repairs | 91375 |
| Supervising Air Pollution Inspector | 31355 |
| Supervising Environmental Control Technician | 90973 |
| Supervising Hull & Machinery Inspector | 33355 |
| Supervising Traffic Control Inspector * | 31750 |
| Supervisor of Building Maintenance (All Fields) * | 91670-2 |
| Supervisor of Diesel Engine Maintenance | 91642 |
| Supervisor of Electrical Installations | 34220 |
| Supervisor of Electrical Installations & Maintenance | 34205 |
| Supervisor of Mechanical Installations | 34216 |
| Supervisor of Mechanical Installations & Maintenance | 34221 |
| Surveyor | 21015 |
| Tax Map Cartographer | 21006 |
| Telemetric Systems Specialist | 20238 |
| Traffic Control Inspector | 31715 |
| Urban Archeologist | 92248 |
| Urban Designer | 22093 |
| Urban Designer Trainee | 22090 |
| Urban Technician | 22100 |
| Waterfront Construction Inspector | 34515 |
| Air Pollution Control Engineer * | 20610 |

** Added to Certification No. 26-78 (as amended) on October 6, 2015 by 8 OCB2d 31 (BOC 2015).

*** Added to Certification No. 26-78 (as amended) on November 10, 2015 by 8 OCB2d 33 (BOC 2015).

UNIT "B"

| | |
|--|-------|
| Associate Operations Communications Specialist | 20272 |
| Director (TV) | 60666 |
| Film Editor | 90312 |
| Film Manager | 90313 |
| Operations Communications Specialist | 20271 |
| Program Announcer | 60636 |
| Program Producer | 60621 |
| Radio & TV Operator | 90411 |
| Supervisor of Radio & TV Operators | 90436 |
| Supervisor of Radio Production | 09995 |
| Television Equipment Operator | 90311 |
| Television Lighting Technician | 90310 |

Section 2.

The terms "employee" and "employees" as used in this Agreement shall mean only those persons in the unit described in Section 1 of this Article.

ARTICLE II - DUES CHECKOFF

Section 1.

- a. The Union shall have the exclusive right to the checkoff and transmittal of dues on behalf of each employee in accordance with the Mayor's Executive Order No. 98, dated May 15, 1969, entitled "Regulations Relating to the Checkoff of Union Dues" and in accordance with the Mayor's Executive Order No. 107, dated December 29, 1986, entitled "Procedures for Orderly Payroll Check-Off of Union Dues and Agency Shop Fees."
- b. Any Employee may consent in writing to the authorization of the deduction of dues from the Employee's wages and to the designation of the Union as the recipient thereof. Such consent, if given, shall be in a proper form acceptable to the City, which bears the signature of the Employee.

Section 2.

The parties agree to an agency shop to the extent permitted by applicable law, as described in a supplemental agreement hereby incorporated by reference into this Agreement.

ARTICLE III - SALARIES

Section 1.

- a. This Article III is subject to the provisions, terms and conditions of the Alternative Career and Salary Pay Plan Regulations, dated March 15, 1967 as amended, except that the specific terms and conditions of this Article shall supersede any provisions of such Regulations inconsistent with this Agreement subject to the limitations of applicable provisions of law.

- b. Unless otherwise specified, all salary provisions of this Agreement, including minimum and maximum salaries, advancement or level increases, general increases, education differentials and any other salary adjustments, are based upon a normal work week of 35 hours (except that such matters for Computer Facilities Maintainer (FISA) is based upon normal work week of 40 hours). In accordance with Article IX, Section 24 of the 1995-2001 Citywide Agreement, an Employee who works on a full-time, per-diem basis shall receive their base salary (including salary increment schedules) and/or additions-to-gross payment in the same manner as a full-time, per-annum employee. An employee who works on a part-time per annum basis and who is eligible for any salary adjustments provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed on the relationship between the number of hours regularly worked each week by such employee and the number of hours in the said normal work week, unless otherwise specified.
- c. Employees who work on a part-time per diem or hourly basis and who are eligible for any salary adjustment provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed as follows, unless otherwise specified:
 - Per diem rate - 1/261 of the appropriate minimum basic salary.
 - Hourly Rate - 35 hour week basis - 1/1827 of the appropriate minimum basic salary.
 - 40 hour week basis - 1/2088 of the appropriate minimum basic salary.
- d. The maximum salary for a title shall not constitute a bar to the payment of any salary adjustment or pay differentials provided for in this Agreement but the said increase above the maximum shall not be deemed a promotion.

Section 2.

Employees in the following title(s) shall be subject to the following specified salary(ics), salary adjustment(s), and/or salary range(s):

- a. **Effective March 3, 2010**
 - i. **Unit A (Engineering/Scientific)**

| <u>TITLE</u> | (1) Minimum | (2) Maximum | |
|--|------------------------|---------------------------|-----------|
| | <u>(a) Hiring Rate</u> | <u>(b) Incumbent Rate</u> | |
| Air Pollution Control Engineer Level I | \$57,129 | \$65,698 | \$82,737 |
| Air Pollution Control Engineer Level II | \$67,922 | \$78,110 | \$94,363 |
| Air Pollution Control Engineer Level III | \$75,981 | \$87,378 | \$103,007 |

| | | | | |
|---|---------------|--------------------------------|----------|-----------|
| Air Pollution Control Engineering Intern | | See Section 2(a)(i)-Schedule B | | |
| Air Pollution Control Engineering Trainee | | \$41,592 | \$47,831 | Flat Rate |
| Air Pollution Inspector Level I | Hiring Rate | \$29,468 | | Flat Rate |
| | After 1 year | \$30,938 | | Flat Rate |
| | After 2 years | \$32,483 | | \$37,355 |
| Air Pollution Inspector Level II | | \$39,401 | \$45,311 | \$55,330 |
| Architect (including specialties) Level I | | \$57,129 | \$65,698 | \$82,737 |
| Architect (including specialties) Level II | | \$67,922 | \$78,110 | \$94,363 |
| Architect (including specialties) Level III | | \$75,981 | \$87,378 | \$103,007 |
| Architectural Intern | | See Section 2(a)(i)-Schedule B | | |
| Architectural Specialist Level I | | \$67,922 | \$78,110 | \$94,363 |
| Architectural Specialist Level II | | \$75,981 | \$87,378 | \$103,007 |
| Asbestos Hazard Investigator | | \$45,876 | \$52,757 | \$68,840 |
| Assistant Air Pollution Control Engineer | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Architect ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Area Manager of School Maintenance | | \$62,942 | \$72,383 | \$92,249 |
| Assistant Chemical Engineer (DCAS Res 2012-5) ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Chemist (including specialties) | | \$44,623 | \$51,317 | \$65,345 |
| Assistant Civil Engineer ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Coordinator of Highway Transportation Studies | | \$62,942 | \$72,383 | \$92,249 |
| Assistant Director of Technical Services (Air Pollution Control) | | \$71,220 | \$81,903 | \$93,593 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | | \$71,220 | \$81,903 | \$93,593 |
| Assistant Electrical Engineer ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Engineer (Accounting) ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Engineering Technician (JOP) ⁵ | | \$31,937 | \$36,728 | \$41,566 |
| Assistant Environmental Engineer | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Geologist | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Health Facilities Planner | | \$50,304 | \$57,850 | \$75,382 |
| Assistant Highway Transportation Specialist | | \$41,592 | \$47,831 | \$61,188 |
| Assistant Landscape Architect ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Mechanical Engineer ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Physicist (including specialties) ⁴ | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Plan Examiner (Buildings) ² | | \$50,304 | \$57,850 | \$75,382 |
| Assistant Planner | | \$46,550 | \$53,532 | \$67,227 |
| Assistant Project Coordinator | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Project Development Coordinator ⁵ | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Project Manager | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Project Services Specialist ⁵ | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Scientist (Radiation Control) | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Signal Circuit Engineer ² | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Space Analyst | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Superintendent of Construction ⁵ | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Superintendent of Construction and Repairs | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Supervisor of Electrical Installations | | \$48,126 | \$55,345 | \$72,212 |
| Assistant Supervisor of Mechanical Installations | | \$48,126 | \$55,345 | \$72,212 |

| | | | | |
|--|-----------------------|------------|--------------------------------|-----------|
| Assistant Surveyor | | \$57,129 | \$65,698 | \$82,737 |
| Assistant Surveyor Trainee ³ | | \$48,126 | \$55,345 | \$58,867 |
| Assistant Urban Designer | | \$48,126 | \$55,345 | \$72,212 |
| Associate Air Pollution Inspector Level I | | \$44,013 | \$50,615 | \$61,974 |
| Associate Air Pollution Inspector Level II | | \$49,306 | \$56,702 | \$68,559 |
| Associate Air Pollution Inspector Level III | | \$54,608 | \$62,799 | \$75,159 |
| Associate Chemist Level I (DCAS Res 2012-5) | Trainee Rate | \$38,104 | \$43,820 | Flat Rate |
| | After 1 year in title | \$44,623 | \$51,317 | \$65,345 |
| Associate Chemist Level II ⁴ | | \$50,623 | \$58,216 | \$75,083 |
| Associate Chemist Level III ⁴ | | \$60,052 | \$69,060 | \$84,922 |
| Associate Chemist Level IV ⁴ | | \$65,873 | \$75,754 | \$100,047 |
| Associate City Planner Level I | | \$61,798 | \$71,068 | \$90,278 |
| Associate City Planner Level II | | \$65,873 | \$75,754 | \$100,047 |
| Associate Engineering Technician Level I | | \$41,318 | \$47,516 | \$60,872 |
| Associate Engineering Technician Level II | | \$47,275 | \$54,366 | \$65,886 |
| Associate Graphic Artist | | \$49,609 | \$57,050 | \$84,442 |
| Associate Housing Development Specialist | | \$62,942 | \$72,383 | \$92,249 |
| Associate Landmarks Preservationist | | \$56,779 | \$65,296 | \$79,498 |
| Associate Project Manager Level I | | \$57,129 | \$65,698 | \$82,737 |
| Associate Project Manager Level II | | \$62,942 | \$72,383 | \$92,249 |
| Associate Project Manager Level III | | \$75,981 | \$87,378 | \$103,007 |
| Associate Space Analyst | | \$57,129 | \$65,698 | \$82,737 |
| Associate Urban Designer Level I | | \$57,129 | \$65,698 | \$82,737 |
| Associate Urban Designer Level II | | \$62,942 | \$72,383 | \$92,249 |
| Associate Urban Designer Level III | | \$65,749 | \$75,611 | \$99,666 |
| Automotive Specialist | | \$57,129 | \$65,698 | \$82,737 |
| Cartographer (Civil Defense) | | \$39,263 | \$45,152 | \$57,519 |
| Chemical, Biological & Radiological Officer (C.D.) | | \$50,304 | \$57,850 | \$75,382 |
| Chemical Engineer Level I | | \$57,129 | \$65,698 | \$82,737 |
| Chemical Engineer Level II | | \$67,922 | \$78,110 | \$94,363 |
| Chemical Engineer Level III | | \$75,981 | \$87,378 | \$103,007 |
| Chemical Engineering Intern | | | See Section 2(a)(i)-Schedule B | |
| Chemist (including specialties) (DCAS Res 2012-5) ⁵ | | \$50,623 | \$58,216 | \$75,083 |
| Chemist Trainee | | \$38,104 | \$43,820 | Flat Rate |
| Chief Supervisor of Mechanical Installations | | \$62,942 | \$72,383 | \$92,249 |
| City Planner Level I | | \$46,550 | \$53,532 | \$67,227 |
| City Planner Level II | | \$54,981 | \$63,228 | \$80,937 |
| City Planner Level III | | \$61,798 | \$71,068 | \$90,278 |
| City Planner Level IV | | \$65,873 | \$75,754 | \$100,047 |
| City Planning Technician | | \$32,824 | \$37,748 | \$50,355 |
| City Research Scientist Level I | Hiring Rate | \$54,080 | Flat Rate | |
| | After 1 year | See Note 9 | \$59,488 | \$65,437 |
| City Research Scientist Level II | | \$63,662 | \$73,212 | \$79,899 |
| City Research Scientist Level III | | \$71,220 | \$81,903 | \$93,593 |
| City Research Scientist Level IV-A | | \$79,496 | \$91,420 | \$103,109 |

| | | | |
|---|--------------------------------|----------|-----------|
| City Research Scientist Level IV-B | \$81,595 | \$93,834 | \$118,597 |
| Civil Engineer (including specialties) Level I | \$57,129 | \$65,698 | \$82,737 |
| Civil Engineer (including specialties) Level II | \$67,922 | \$78,110 | \$94,363 |
| Civil Engineer (including specialties) Level III | \$75,981 | \$87,378 | \$103,007 |
| Civil Engineering Drafter ⁵ | \$41,592 | \$47,831 | \$61,188 |
| Civil Engineering Intern | See Section 2(a)(i)-Schedule B | | |
| Civil Engineering Trainee ⁵ | \$41,592 | \$47,831 | Flat Rate |
| Community Planning Board Coordinator | \$37,959 | \$43,653 | \$52,665 |
| Computer Facilities Maintainer (FISA) | \$48,126 | \$55,345 | \$72,212 |
| Construction Management Assistant | \$40,427 | \$46,491 | \$59,852 |
| Construction Manager (including specialties) ⁵ | \$64,386 | \$74,044 | \$98,341 |
| Construction Project Manager Level I | \$48,126 | \$55,345 | \$72,212 |
| Construction Project Manager Level II | \$57,129 | \$65,698 | \$82,737 |
| Construction Project Manager Level III | \$60,759 | \$69,873 | \$103,007 |
| Construction Project Manager Intern | See Section 2(a)(i)-Schedule B | | |
| Criminalist Level I - A | | \$43,727 | Flat Rate |
| Criminalist Level I - B | | \$46,455 | \$55,108 |
| Criminalist Level II | | \$55,593 | \$76,493 |
| Criminalist Level III | | \$69,304 | \$91,294 |
| Criminalist Level IV | | \$79,965 | \$104,454 |
| Director of Intersectional Traffic Control | \$62,942 | \$72,383 | \$92,249 |
| Electrical Engineer (including specialties) Level I | \$57,129 | \$65,698 | \$82,737 |
| Electrical Engineer (including specialties) Level II | \$67,922 | \$78,110 | \$94,363 |
| Electrical Engineer (including specialties) Level III | \$75,981 | \$87,378 | \$103,007 |
| Electrical Engineering Drafter ⁵ | \$41,592 | \$47,831 | \$61,188 |
| Electrical Engineering Intern | See Section 2(a)(i)-Schedule B | | |
| Electrical Engineering Trainee ⁵ | \$41,592 | \$47,831 | Flat Rate |
| Engineer (Accounting) (CE & S) | \$57,129 | \$65,698 | \$82,737 |
| Engineer-Assessor (nl) specialties) | \$57,129 | \$65,698 | \$82,737 |
| Engineer-Assessor (Utility) | \$57,129 | \$65,698 | \$82,737 |
| Engineering Aide | \$41,592 | \$47,831 | \$61,188 |
| Engineering Specialist Level I | \$67,922 | \$78,110 | \$94,363 |
| Engineering Specialist Level II | \$75,981 | \$87,378 | \$103,007 |
| Engineering Technician (including specialties) Level I | \$32,824 | \$37,748 | \$42,586 |
| Engineering Technician (including specialties) Level II | \$35,508 | \$40,834 | \$50,355 |
| Engineering Technician (including specialties) Level III | \$41,318 | \$47,516 | \$60,872 |
| Engineering Technician (including specialties) Level IV | \$47,275 | \$54,366 | \$65,886 |
| Engineering Technician Aide (JOP) | \$29,446 | \$33,863 | Flat Rate |
| Engineering Technician Trainee ³ | \$28,755 | \$33,068 | \$34,720 |
| Engineering Work Study Trainee | \$25,047 | \$28,804 | \$37,097 |
| Environmental Control Technician ⁵ | \$35,508 | \$40,834 | \$50,355 |
| Environmental Engineer Level I | \$57,129 | \$65,698 | \$82,737 |
| Environmental Engineer Level II | \$67,922 | \$78,110 | \$94,363 |
| Environmental Engineer Level III | \$75,981 | \$87,378 | \$103,007 |
| Environmental Engineering Intern | See Section 2(a)(i)-Schedule B | | |

| | | | | |
|---|---|----------|----------|-----------|
| Estimator (including specialties) | | \$48,126 | \$55,345 | \$72,212 |
| Forensic Analyst (OCME) | | \$45,994 | \$52,893 | \$75,076 |
| Forensic Scientist (OCME) | | \$66,025 | \$75,929 | \$93,844 |
| Forester Level I | | \$36,610 | \$42,101 | \$51,953 |
| Forester Level II | | \$43,621 | \$50,164 | \$61,808 |
| General Superintendent of Construction (including specialties) ⁵ | | \$60,759 | \$69,873 | \$89,082 |
| General Superintendent of Construction and Repairs | | \$60,759 | \$69,873 | \$89,082 |
| General Superintendent of Building Maintenance (all fields) | | \$57,129 | \$65,698 | \$82,737 |
| Geologist Level I | Hiring Rate | \$41,592 | \$47,831 | Flat Rate |
| | After 1 Year in Title Minimum ¹⁰ | \$48,126 | \$55,345 | \$72,212 |
| Geologist Level II (DCAS Res 2011-16) | | \$57,129 | \$65,698 | \$82,737 |
| Geologist Trainee | | \$41,592 | \$47,831 | Flat Rate |
| Graphic Artist Level I | | \$38,443 | \$44,209 | \$60,241 |
| Graphic Artist Level II | | \$49,609 | \$57,050 | \$84,442 |
| Health Facilities Planner | | \$64,386 | \$74,044 | \$98,341 |
| Highway Transportation Specialist Level I | | \$48,126 | \$55,345 | \$72,212 |
| Highway Transportation Specialist Level II | | \$57,129 | \$65,698 | \$82,737 |
| Highway Transportation Specialist Level III | | \$62,942 | \$72,383 | \$92,249 |
| Housing Development Specialist Level I | | \$48,126 | \$55,345 | \$73,658 |
| Housing Development Specialist Level II | | \$57,129 | \$65,698 | \$84,391 |
| Housing Development Specialist Trainee Level I | | \$37,417 | \$43,030 | Flat Rate |
| Housing Development Specialist Trainee Level II | | \$40,774 | \$46,890 | Flat Rate |
| Illustrator ⁵ | | \$36,070 | \$41,481 | \$48,080 |
| Industrial Hygienist Level I | | \$39,957 | \$45,951 | \$56,512 |
| Industrial Hygienist Level II | | \$47,251 | \$54,339 | \$63,506 |
| Instrument Maker (Radiology) | | \$48,126 | \$55,345 | \$72,212 |
| Instrumentation Specialist Level I ⁶ | See Note 6 | | \$45,229 | Flat Rate |
| Instrumentation Specialist Level II ⁶ | See Note 6 | | \$54,802 | Flat Rate |
| Instrumentation Specialist Level III ⁶ | See Note 6 | | \$63,047 | Flat Rate |
| Instrumentation Specialist Level I ⁷ | See Note 7 | | \$46,885 | Flat Rate |
| Instrumentation Specialist Level II ⁷ | See Note 7 | | \$57,024 | Flat Rate |
| Instrumentation Specialist Level III ⁷ | See Note 7 | | \$64,627 | Flat Rate |
| Instrumentation Specialist Trainee (Entry Level) ⁸ | See Note 8 | | \$31,524 | Flat Rate |
| Instrumentation Specialist Trainee (After one year) ⁸ | See Note 8 | | \$32,895 | Flat Rate |
| Instrumentation Specialist Trainee (After two years) ⁸ | See Note 8 | | \$41,117 | Flat Rate |
| Junior Architect ⁵ | | \$41,592 | \$47,831 | \$61,188 |
| Junior Chemist ⁵ | | \$38,104 | \$43,820 | \$52,140 |
| Junior Civil Engineer ⁵ | | \$41,592 | \$47,831 | \$61,188 |
| Junior Drafter ⁵ | | \$41,592 | \$47,831 | \$61,188 |
| Junior Electrical Engineer ⁵ | | \$41,592 | \$47,831 | \$61,188 |
| Junior Health Facilities Planner | | \$41,592 | \$47,831 | \$61,188 |
| Junior Mechanical Engineer ⁵ | | \$41,592 | \$47,831 | \$61,188 |
| Landmarks Preservationist Level I | | \$47,141 | \$54,212 | \$67,908 |
| Landmarks Preservationist Level II | | \$52,232 | \$60,067 | \$77,606 |
| Landmarks Preservation Specialist | | \$47,141 | \$54,212 | \$67,908 |

| | | | |
|---|--------------------------------|----------|-----------|
| Landscape Architect Level I | \$57,129 | \$65,698 | \$82,737 |
| Landscape Architect Level II | \$67,922 | \$78,110 | \$94,363 |
| Landscape Architect Level III | \$75,981 | \$87,378 | \$103,007 |
| Landscape Architect Intern | See Section 2(a)(i)-Schedule B | | |
| Marine Electronics Technician | \$73,034 | \$83,989 | \$107,985 |
| Mechanical Engineer (including specialties) Level I | \$57,129 | \$65,698 | \$82,737 |
| Mechanical Engineer (including specialties) Level II | \$67,922 | \$78,110 | \$94,363 |
| Mechanical Engineer (including specialties) Level III | \$75,981 | \$87,378 | \$103,007 |
| Mechanical Engineering Drafter ⁵ | \$41,592 | \$47,831 | \$61,188 |
| Mechanical Engineering Intern | See Section 2(a)(i)-Schedule B | | |
| Medical Equipment Repair Technician | \$32,826 | \$37,750 | \$49,330 |
| Medical Equipment Specialist | \$43,769 | \$50,334 | \$64,364 |
| Painting Inspector | \$39,401 | \$45,311 | \$55,330 |
| Physicist Level I ⁴ (DCAS Res 2012-6) | \$48,126 | \$55,345 | \$72,212 |
| Physicist Level II ⁴ | \$57,129 | \$65,698 | \$82,737 |
| Physicist Level III ⁴ | \$62,942 | \$72,383 | \$92,249 |
| Physicist (Electronics, Isotopes, Radiation) | \$57,129 | \$65,698 | \$82,737 |
| Physicist Trainee | \$41,592 | \$47,831 | Flat Rate |
| Plan Examiner (Buildings) | \$59,309 | \$68,205 | \$86,240 |
| Planner | \$54,981 | \$63,228 | \$80,937 |
| Planner Trainee ⁵ | \$41,592 | \$47,831 | Flat Rate |
| Principal Air Pollution Control Engineer ⁵ | \$79,496 | \$91,420 | \$103,109 |
| Principal Air Pollution Inspector | \$54,608 | \$62,799 | \$75,159 |
| Principal Chemical Engineer ⁵ | \$79,496 | \$91,420 | \$103,109 |
| Principal Chemist (including specialties) ⁵ | \$65,873 | \$75,754 | \$100,047 |
| Principal Civil Engineer (including specialties) ⁵ | \$79,496 | \$91,420 | \$103,109 |
| Principal Electrical Engineer ⁵ | \$79,496 | \$91,420 | \$103,109 |
| Principal Engineer | \$79,496 | \$91,420 | \$103,109 |
| Principal Illustrator ⁵ | \$48,126 | \$55,345 | \$72,212 |
| Principal Mechanical Engineer ⁵ | \$79,496 | \$91,420 | \$103,109 |
| Principal Physicist | \$64,386 | \$74,044 | \$98,341 |
| Principal Planner | \$65,873 | \$75,754 | \$100,047 |
| Principal Research Scientist (Biological Sciences) | \$79,496 | \$91,420 | \$103,109 |
| Principal Urban Designer | \$69,132 | \$79,502 | \$115,016 |
| Project Coordinator | \$57,129 | \$65,698 | \$82,737 |
| Project Development Coordinator ⁵ | \$57,129 | \$65,698 | \$82,737 |
| Project Development Coordinator Trainee ⁵ | \$41,592 | \$47,831 | Flat Rate |
| Project Manager (Other than HHC) | \$48,126 | \$55,345 | \$72,212 |
| Project Manager (HHC only) Level I | \$48,126 | \$55,345 | \$72,212 |
| Project Manager (HHC only) Level II | \$56,027 | \$64,431 | \$98,144 |
| Project Manager Intern | \$43,452 | \$49,970 | Flat Rate |
| Project Services Specialist | \$57,129 | \$65,698 | \$82,737 |
| Radio Repair Technician | \$35,478 | \$40,800 | \$45,968 |
| Research Scientist Level I | \$63,663 | \$73,212 | \$79,899 |
| Research Scientist Level II | \$71,220 | \$81,903 | \$93,593 |

| | | | |
|---|----------|----------|-----------|
| Research Scientist Level III | \$79,496 | \$91,420 | \$103,109 |
| Safety Officer | \$37,236 | \$42,821 | \$52,837 |
| Safety Specialist | \$38,000 | \$43,700 | \$53,631 |
| Scientist (Radiation Control) Level I | \$48,126 | \$55,345 | \$72,212 |
| Scientist (Radiation Control) Level II | \$57,129 | \$65,698 | \$82,737 |
| Scientist (Radiation Control) Level III | \$62,942 | \$72,383 | \$92,249 |
| Scientist (Water Ecology) Level I | \$38,312 | \$44,059 | \$57,972 |
| Scientist (Water Ecology) Level II | \$44,630 | \$51,325 | \$65,358 |
| Scientist (Water Ecology) Level III | \$55,544 | \$63,876 | \$79,244 |
| Scientist (Water Ecology) Trainee | \$29,393 | \$38,022 | Flat Rate |
| Senior Air Pollution Control Engineer ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Air Pollution Inspector | \$44,013 | \$50,615 | \$61,974 |
| Senior Architect (including specialties) ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Automotive Specialist | \$62,942 | \$72,383 | \$92,249 |
| Senior Chemical Engineer ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Chemist (including specialties) | \$60,052 | \$69,060 | \$84,922 |
| Senior Civil Engineer (including specialties) ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Electrical Engineer (including specialties) ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Engineer (Accounting) | \$62,942 | \$72,383 | \$92,249 |
| Senior Engineer (Safety) ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Engineer (Cranes) ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Engineer-Assessor ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Engineering Technician (including specialties, JOP) ⁵ | \$41,318 | \$47,516 | \$60,872 |
| Senior Environmental Control Technician | \$41,318 | \$47,516 | \$60,872 |
| Senior Estimator (including specialties) | \$57,129 | \$65,698 | \$82,737 |
| Senior Geologist | \$62,942 | \$72,383 | \$92,249 |
| Senior Health Facilities Planner | \$71,547 | \$82,279 | \$106,676 |
| Senior Highway Transportation Specialist | \$57,129 | \$65,698 | \$82,737 |
| Senior Hull & Machinery Inspector | \$44,013 | \$50,615 | \$61,974 |
| Senior Illustrator | \$39,263 | \$45,152 | \$57,519 |
| Senior Industrial Engineer | \$62,942 | \$72,383 | \$92,249 |
| Senior Landscape Architect ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Mechanical Engineer (including specialties) | \$62,942 | \$72,383 | \$92,249 |
| Senior Meteorologist | \$43,769 | \$50,334 | \$64,364 |
| Senior Painting Inspector | \$44,013 | \$50,615 | \$61,974 |
| Senior Physicist (including specialties) ⁴ | \$62,942 | \$72,383 | \$92,249 |
| Senior Plan Examiner (Buildings) | \$64,386 | \$74,044 | \$98,341 |
| Senior Planner ⁵ | \$61,798 | \$71,068 | \$90,278 |
| Senior Project Coordinator | \$62,942 | \$72,383 | \$92,249 |
| Senior Project Development Coordinator ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Project Services Specialist ⁵ | \$62,942 | \$72,383 | \$92,249 |
| Senior Scientist (Radiation Control) | \$62,942 | \$72,383 | \$92,249 |
| Senior Supervisor of Mechanical Installations | \$59,309 | \$68,205 | \$86,240 |
| Senior Traffic Control Inspector | \$42,098 | \$48,413 | \$59,768 |
| Senior Urban Designer ⁵ | \$62,942 | \$72,383 | \$92,249 |

| | | | |
|--|----------|----------|-----------|
| Senior Waterfront Construction Inspector | \$44,013 | \$50,615 | \$61,974 |
| Space Analyst Level I | \$48,126 | \$55,345 | \$72,212 |
| Space Analyst Level II | \$57,129 | \$65,698 | \$82,737 |
| Superintendent of Construction ⁵ | \$57,129 | \$65,698 | \$82,737 |
| Superintendent of Construction and Repairs | \$57,129 | \$65,698 | \$82,737 |
| Supervising Air Pollution Inspector | \$49,306 | \$56,702 | \$68,559 |
| Supervising Environmental Control Technician | \$47,275 | \$54,366 | \$65,886 |
| Supervising Hull & Machinery Inspector | \$48,421 | \$55,684 | \$67,542 |
| Supervising Traffic Control Inspector | \$46,750 | \$53,762 | \$65,620 |
| Supervisor of Building Maintenance (All Fields) | \$48,126 | \$55,345 | \$72,212 |
| Supervisor of Diesel Engine Maintenance | \$55,535 | \$63,865 | \$79,228 |
| Supervisor of Electrical Installations | \$57,129 | \$65,698 | \$82,737 |
| Supervisor of Electrical Installations & Maintenance Level I | \$48,126 | \$55,345 | \$72,212 |
| Supervisor of Electrical Installations & Maintenance Level II | \$57,129 | \$65,698 | \$82,737 |
| Supervisor of Mechanical Installations | \$57,129 | \$65,698 | \$82,737 |
| Supervisor of Mechanical Installations & Maintenance Level I | \$48,126 | \$55,345 | \$72,212 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$57,129 | \$65,698 | \$82,737 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$59,309 | \$68,205 | \$86,240 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$62,942 | \$72,383 | \$92,249 |
| Surveyor Level I - A | \$48,126 | \$55,345 | Flat Rate |
| Surveyor Level I - B | \$52,627 | \$60,521 | \$70,802 |
| Surveyor Level II | \$57,129 | \$65,698 | \$82,737 |
| Surveyor Level III | \$62,942 | \$72,383 | \$92,249 |
| Tax Map Cartographer Level I-A | \$48,126 | \$55,345 | Flat Rate |
| Tax Map Cartographer Level I-B | \$52,627 | \$60,521 | \$70,802 |
| Tax Map Cartographer Level II | \$57,129 | \$65,698 | \$82,737 |
| Telemetric Systems Specialist | \$60,759 | \$69,873 | \$89,082 |
| Traffic Control Inspector Level I | \$38,119 | \$43,837 | \$53,861 |
| Traffic Control Inspector Level II | \$42,098 | \$48,413 | \$59,768 |
| Traffic Control Inspector Level III | \$46,750 | \$53,762 | \$65,620 |
| Urban Archeologist | \$44,389 | \$51,047 | \$69,581 |
| Urban Designer ⁵ | \$57,129 | \$65,698 | \$82,737 |
| Urban Designer Trainee | \$41,592 | \$47,831 | Flat Rate |
| Urban Technician | \$32,824 | \$37,748 | \$50,355 |
| Waterfront Construction Inspector | \$39,401 | \$45,311 | \$55,330 |

1. See Article III, Section 4 (New Hires)

2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate 1 plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.

3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.

4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.

5. For present incumbents only

6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.

7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.

8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.

9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

| <u>TITLE</u> | (1) Hiring Rate ¹ | | (2) Incumbent Rate | |
|--|-------------------------------------|------------------------|---------------------------|------------------------|
| | (a) Minimum | (b) Maximum | (a) Minimum | (b) Maximum |
| Air Pollution Control Engineering Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |
| Architectural Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |
| Chemical Engineering Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |
| Civil Engineering Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |
| Construction Project Manager Intern | \$43,349 | | \$49,851 | \$52,496 |
| Electrical Engineering Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |
| Environmental Engineering Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |
| Landscape Architect Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |
| Mechanical Engineering Intern | \$43,349 | \$48,991 | \$49,851 | \$52,496 |

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

(ii) Unit B (Radio/TV)

| TITLE | (1) Minimum | | (2) Maximum |
|---|-------------------------------------|---------------------------|--------------------|
| | (a) Hiring Rate ¹ | (b) Incumbent Rate | |
| Associate Operations Communications Specialist Level I | \$40,212 | \$46,244 | \$51,695 |
| Associate Operations Communications Specialist Level II | \$44,952 | \$51,695 | \$57,145 |
| Director (TV) Level I | \$34,063 | \$39,173 | \$43,857 |
| Director (TV) Level II | \$41,664 | \$47,914 | \$59,932 |
| Film Editor | \$34,254 | \$39,392 | \$46,491 |
| Film Manager | \$49,433 | \$56,848 | \$67,875 |
| Operations Communications Specialist Level I | \$33,803 | \$38,873 | \$45,545 |
| Operations Communications Specialist Level II | \$39,604 | \$45,545 | \$52,219 |
| Program Announcer Level I | \$36,144 | \$41,566 | \$54,424 |
| Program Announcer Level II | \$40,427 | \$46,491 | \$59,771 |
| Program Producer Level I | \$35,197 | \$40,477 | \$48,493 |

| | | | |
|---|----------|----------|----------|
| Program Producer Level II | \$49,433 | \$56,848 | \$67,875 |
| Program Producer Level III | \$56,982 | \$65,529 | \$78,898 |
| Radio & TV Operator Level I | \$29,644 | \$34,091 | \$43,555 |
| Radio & TV Operator Level II | \$36,144 | \$41,566 | \$54,424 |
| Radio & TV Operator Level III | \$40,427 | \$46,491 | \$59,771 |
| Supervisor of Radio & TV Operators Level I | \$49,433 | \$56,848 | \$67,875 |
| Supervisor of Radio & TV Operators Level II | \$56,982 | \$65,529 | \$78,898 |
| Supervisor of Radio Production | \$51,390 | \$59,099 | \$68,567 |
| Television Equipment Operator | \$34,254 | \$39,392 | \$46,491 |
| Television Lighting Technician | \$34,254 | \$39,392 | \$46,491 |

Note:

1. See Article III, Section 4 (New Hires).

b. Effective September 3, 2011

i. Unit A (Engineering/Scientific)

| TITLE | | (1) Minimum | (2) Maximum |
|--|---------------|--------------------------------|--------------------|
| | | (a) Hiring Rate ¹ | (b) Incumbent Rate |
| Air Pollution Control Engineer Level I | | \$57,700 | \$66,355 |
| Air Pollution Control Engineer Level II | | \$68,601 | \$78,891 |
| Air Pollution Control Engineer Level III | | \$76,741 | \$88,252 |
| Air Pollution Control Engineering Intern | | See Section 2(b)(i)-Schedule B | |
| Air Pollution Control Engineering Trainee | | \$42,008 | \$48,309 |
| Air Pollution Inspector Level I | Hiring Rate | \$29,763 | Flat Rate |
| | After 1 year | \$31,247 | Flat Rate |
| | After 2 years | \$32,808 | \$37,729 |
| Air Pollution Inspector Level II | | \$39,795 | \$45,764 |
| Architect (including specialties) Level I | | \$57,700 | \$66,355 |
| Architect (including specialties) Level II | | \$68,601 | \$78,891 |
| Architect (including specialties) Level III | | \$76,741 | \$88,252 |
| Architectural Intern | | See Section 2(b)(i)-Schedule B | |
| Architectural Specialist Level I | | \$68,601 | \$78,891 |
| Architectural Specialist Level II | | \$76,741 | \$88,252 |
| Asbestos Hazard Investigator | | \$46,335 | \$53,285 |
| Assistant Air Pollution Control Engineer | | \$48,607 | \$55,898 |
| Assistant Architect ² | | \$48,607 | \$55,898 |
| Assistant Area Manager of School Maintenance | | \$63,571 | \$73,107 |
| Assistant Chemical Engineer (DCAS Res 2012-5) ² | | \$48,607 | \$55,898 |
| Assistant Chemist (including specialties) | | \$45,070 | \$51,830 |
| Assistant Civil Engineer ² | | \$48,607 | \$55,898 |
| Assistant Coordinator of Highway Transportation Studies | | \$63,571 | \$73,107 |

| | | | |
|---|--------------------------|----------|-----------|
| Assistant Director of Technical Services (Air Pollution Control) | \$71,932 | \$82,722 | \$94,529 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | \$71,932 | \$82,722 | \$94,529 |
| Assistant Electrical Engineer ² | \$48,607 | \$55,898 | \$72,934 |
| Assistant Engineer (Accounting) ² | \$48,607 | \$55,898 | \$72,934 |
| Assistant Engineering Technician (JOP) ³ | \$32,257 | \$37,095 | \$41,982 |
| Assistant Environmental Engineer | \$48,607 | \$55,898 | \$72,934 |
| Assistant Geologist | \$48,607 | \$55,898 | \$72,934 |
| Assistant Health Facilities Planner | \$50,808 | \$58,429 | \$76,136 |
| Assistant Highway Transportation Specialist | \$42,008 | \$48,309 | \$61,800 |
| Assistant Landscape Architect ² | \$48,607 | \$55,898 | \$72,934 |
| Assistant Mechanical Engineer ² | \$48,607 | \$55,898 | \$72,934 |
| Assistant Physicist (including specialties) ⁴ | \$48,607 | \$55,898 | \$72,934 |
| Assistant Plan Examiner (Buildings) ² | \$50,808 | \$58,429 | \$76,136 |
| Assistant Planner | \$47,015 | \$54,067 | \$67,899 |
| Assistant Project Coordinator | \$48,607 | \$55,898 | \$72,934 |
| Assistant Project Development Coordinator ⁵ | \$48,607 | \$55,898 | \$72,934 |
| Assistant Project Manager | \$48,607 | \$55,898 | \$72,934 |
| Assistant Project Services Specialist ⁵ | \$48,607 | \$55,898 | \$72,934 |
| Assistant Scientist (Radiation Control) | \$48,607 | \$55,898 | \$72,934 |
| Assistant Signal Circuit Engineer ² | \$48,607 | \$55,898 | \$72,934 |
| Assistant Space Analyst | \$48,607 | \$55,898 | \$72,934 |
| Assistant Superintendent of Construction ⁵ | \$48,607 | \$55,898 | \$72,934 |
| Assistant Superintendent of Construction and Repairs | \$48,607 | \$55,898 | \$72,934 |
| Assistant Supervisor of Electrical Installations | \$48,607 | \$55,898 | \$72,934 |
| Assistant Supervisor of Mechanical Installations | \$48,607 | \$55,898 | \$72,934 |
| Assistant Surveyor | \$57,700 | \$66,355 | \$83,564 |
| Assistant Surveyor Trainee ³ | \$48,607 | \$55,898 | \$59,456 |
| Assistant Urban Designer | \$48,607 | \$55,898 | \$72,934 |
| Associate Air Pollution Inspector Level I | \$44,453 | \$51,121 | \$62,594 |
| Associate Air Pollution Inspector Level II | \$49,799 | \$57,269 | \$69,245 |
| Associate Air Pollution Inspector Level III | \$55,154 | \$63,427 | \$75,911 |
| Associate Chemist Level I (DCAS Res 2012-5) | Trainee Rate \$38,485 | \$44,258 | Flat Rate |
| | After 1 year in title | \$45,070 | \$65,998 |
| Associate Chemist Level II ⁴ | \$51,129 | \$58,798 | \$75,834 |
| Associate Chemist Level III ⁴ | \$60,653 | \$69,751 | \$85,771 |
| Associate Chemist Level IV ⁴ | \$66,532 | \$76,512 | \$101,047 |
| Associate City Planner Level I | \$62,417 | \$71,779 | \$91,181 |
| Associate City Planner Level II | \$66,532 | \$76,512 | \$101,047 |
| Associate Engineering Technician Level I | \$41,731 | \$47,991 | \$61,481 |
| Associate Engineering Technician Level II | \$47,748 | \$54,910 | \$66,545 |
| Associate Graphic Artist | \$50,105 | \$57,621 | \$85,286 |
| Associate Housing Development Specialist | \$63,571 | \$73,107 | \$93,171 |
| Associate Landmarks Preservationist | \$57,347 | \$65,949 | \$80,293 |
| Associate Project Manager Level I | \$57,700 | \$66,355 | \$83,564 |
| Associate Project Manager Level II | \$63,571 | \$73,107 | \$93,171 |

| | | | | |
|--|--------------|------------|--------------------------------|-----------|
| Associate Project Manager Level III | | \$76,741 | \$88,252 | \$104,037 |
| Associate Space Analyst | | \$57,700 | \$66,355 | \$83,564 |
| Associate Urban Designer Level I | | \$57,700 | \$66,355 | \$83,564 |
| Associate Urban Designer Level II | | \$63,571 | \$73,107 | \$93,171 |
| Associate Urban Designer Level III | | \$66,406 | \$76,367 | \$100,663 |
| Automotive Specialist | | \$57,700 | \$66,355 | \$83,564 |
| Cartographer (Civil Defense) | | \$39,656 | \$45,604 | \$58,094 |
| Chemical, Biological & Radiological Officer (C.D.) | | \$50,808 | \$58,429 | \$76,136 |
| Chemical Engineer Level I | | \$57,700 | \$66,355 | \$83,564 |
| Chemical Engineer Level II | | \$68,601 | \$78,891 | \$95,307 |
| Chemical Engineer Level III | | \$76,741 | \$88,252 | \$104,037 |
| Chemical Engineering Intern | | | | |
| Chemist (including specialties) (DCAS Res 2012-5) ⁵ | | | See Section 2(b)(i)-Schedule B | |
| Chemist Trainee | | \$51,129 | \$58,798 | \$75,834 |
| Chief Supervisor of Mechanical Installations | | \$38,485 | \$44,258 | Flat Rate |
| City Planner Level I | | \$63,571 | \$73,107 | \$93,171 |
| City Planner Level II | | \$47,015 | \$54,067 | \$67,899 |
| City Planner Level III | | \$55,530 | \$63,860 | \$81,746 |
| City Planner Level IV | | \$62,417 | \$71,779 | \$91,181 |
| City Planning Technician | | \$66,532 | \$76,512 | \$101,047 |
| City Research Scientist Level I | | \$33,152 | \$38,125 | \$50,859 |
| | Hiring Rate | \$54,621 | Flat Rate | |
| | After 1 year | See Note 9 | \$60,083 | \$66,091 |
| City Research Scientist Level II | | \$64,299 | \$73,944 | \$80,698 |
| City Research Scientist Level III | | \$71,932 | \$82,722 | \$94,529 |
| City Research Scientist Level IV-A | | \$80,290 | \$92,334 | \$104,140 |
| City Research Scientist Level IV-B | | \$82,410 | \$94,772 | \$119,783 |
| Civil Engineer (including specialties) Level I | | \$57,700 | \$66,355 | \$83,564 |
| Civil Engineer (including specialties) Level II | | \$68,601 | \$78,891 | \$95,307 |
| Civil Engineer (including specialties) Level III | | \$76,741 | \$88,252 | \$104,037 |
| Civil Engineering Drafter ⁵ | | \$42,008 | \$48,309 | \$61,800 |
| Civil Engineering Intern | | | | |
| Civil Engineering Trainee ⁵ | | | See Section 2(b)(i)-Schedule B | |
| Community Planning Board Coordinator | | \$42,008 | \$48,309 | Flat Rate |
| Computer Facilities Maintainer (FISA) | | \$38,339 | \$44,090 | \$53,192 |
| Construction Management Assistant | | \$48,607 | \$55,898 | \$72,934 |
| Construction Manager (including specialties) ⁵ | | \$40,831 | \$46,956 | \$60,451 |
| Construction Project Manager Level I | | \$65,030 | \$74,784 | \$99,324 |
| Construction Project Manager Level II | | \$48,607 | \$55,898 | \$72,934 |
| Construction Project Manager Level III | | \$57,700 | \$66,355 | \$83,564 |
| Construction Project Manager Intern | | \$61,367 | \$70,572 | \$104,037 |
| | | | | |
| | | | See Section 2(b)(i)-Schedule B | |
| Criminalist Level I - A | | | \$44,164 | Flat Rate |
| Criminalist Level I - B | | | \$46,920 | \$55,659 |
| Criminalist Level II | | | \$56,149 | \$77,258 |
| Criminalist Level III | | | \$69,997 | \$92,207 |
| Criminalist Level IV | | | \$80,765 | \$105,499 |

| | | | | |
|---|---|----------|-----------|----------|
| Director of Intersectional Traffic Control | \$63,571 | \$73,107 | \$93,171 | |
| Electrical Engineer (including specialties) Level I | \$57,700 | \$66,355 | \$83,564 | |
| Electrical Engineer (including specialties) Level II | \$68,601 | \$78,891 | \$95,307 | |
| Electrical Engineer (including specialties) Level III | \$76,741 | \$88,252 | \$104,037 | |
| Electrical Engineering Drafter ⁵ | \$42,008 | \$48,309 | \$61,800 | |
| Electrical Engineering Intern | See Section 2(b)(i)-Schedule B | | | |
| Electrical Engineering Trainee ⁵ | \$42,008 | \$48,309 | Flat Rate | |
| Engineer (Accounting) (CE & S) | \$57,700 | \$66,355 | \$83,564 | |
| Engineer-Assessor (all specialties) | \$57,700 | \$66,355 | \$83,564 | |
| Engineer-Assessor (Utility) | \$57,700 | \$66,355 | \$83,564 | |
| Engineering Aide | \$42,008 | \$48,309 | \$61,800 | |
| Engineering Specialist Level I | \$68,601 | \$78,891 | \$95,307 | |
| Engineering Specialist Level II | \$76,741 | \$88,252 | \$104,037 | |
| Engineering Technician (including specialties) Level I | \$33,152 | \$38,125 | \$43,012 | |
| Engineering Technician (including specialties) Level II | \$35,863 | \$41,242 | \$50,859 | |
| Engineering Technician (including specialties) Level III | \$41,731 | \$47,991 | \$61,481 | |
| Engineering Technician (including specialties) Level IV | \$47,748 | \$54,910 | \$66,545 | |
| Engineering Technician Aide (JOP) | \$29,741 | \$34,202 | Flat Rate | |
| Engineering Technician Trainee ³ | \$29,043 | \$33,399 | \$35,067 | |
| Engineering Work Study Trainee | \$25,297 | \$29,092 | \$37,468 | |
| Environmental Control Technician ⁵ | \$35,863 | \$41,242 | \$50,859 | |
| Environmental Engineer Level I | \$57,700 | \$66,355 | \$83,564 | |
| Environmental Engineer Level II | \$68,601 | \$78,891 | \$95,307 | |
| Environmental Engineer Level III | \$76,741 | \$88,252 | \$104,037 | |
| Environmental Engineering Intern | See Section 2(b)(i)-Schedule B | | | |
| Estimator (including specialties) | \$48,607 | \$55,898 | \$72,934 | |
| Forensic Analyst (OCME) | \$46,454 | \$53,422 | \$75,827 | |
| Forensic Scientist (OCME) | \$66,685 | \$76,688 | \$94,782 | |
| Forester Level I | \$36,976 | \$42,522 | \$52,473 | |
| Forester Level II | \$43,621 | \$50,164 | \$61,808 | |
| General Superintendent of Construction (including specialties) ⁵ | \$61,367 | \$70,572 | \$89,973 | |
| General Superintendent of Construction and Repairs | \$61,367 | \$70,572 | \$89,973 | |
| General Superintendent of Building Maintenance (all fields) | \$57,700 | \$66,355 | \$83,564 | |
| Geologist Level I (DCAS Res 2011-16) | Hiring Rate \$42,008 | \$48,309 | Flat Rate | |
| | After 1 Year in Title Minimum ¹⁰ | \$48,607 | \$55,898 | \$72,934 |
| Geologist Level II | \$57,700 | \$66,355 | \$83,564 | |
| Geologist Trainee | \$42,008 | \$48,309 | Flat Rate | |
| Graphic Artist Level I | \$38,827 | \$44,651 | \$60,843 | |
| Graphic Artist Level II | \$50,105 | \$57,621 | \$85,286 | |
| Health Facilities Planner | \$65,030 | \$74,784 | \$99,324 | |
| Highway Transportation Specialist Level I | \$48,607 | \$55,898 | \$72,934 | |
| Highway Transportation Specialist Level II | \$57,700 | \$66,355 | \$83,564 | |
| Highway Transportation Specialist Level III | \$63,571 | \$73,107 | \$93,171 | |
| Housing Development Specialist Level I | \$48,607 | \$55,898 | \$74,395 | |
| Housing Development Specialist Level II | \$57,700 | \$66,355 | \$85,235 | |

| | | | |
|---|------------|--------------------------------|-----------|
| Housing Development Specialist Trainee Level I | \$37,791 | \$43,460 | Flat Rate |
| Housing Development Specialist Trainee Level II | \$41,182 | \$47,359 | Flat Rate |
| Illustrator ⁵ | \$36,431 | \$41,896 | \$48,561 |
| Industrial Hygienist Level I | \$39,957 | \$45,951 | \$57,077 |
| Industrial Hygienist Level II | \$47,251 | \$54,339 | \$64,141 |
| Instrument Maker (Radiology) | \$48,607 | \$55,898 | \$72,934 |
| Instrumentation Specialist Level I ⁶ | See Note 6 | \$45,681 | Flat Rate |
| Instrumentation Specialist Level II ⁶ | See Note 6 | \$55,350 | Flat Rate |
| Instrumentation Specialist Level III ⁶ | See Note 6 | \$63,677 | Flat Rate |
| Instrumentation Specialist Level I ⁷ | See Note 7 | \$47,354 | Flat Rate |
| Instrumentation Specialist Level II ⁷ | See Note 7 | \$57,594 | Flat Rate |
| Instrumentation Specialist Level III ⁷ | See Note 7 | \$65,273 | Flat Rate |
| Instrumentation Specialist Trainee (Entry Level) ⁸ | See Note 8 | \$31,839 | Flat Rate |
| Instrumentation Specialist Trainee (After one year) ⁸ | See Note 8 | \$33,224 | Flat Rate |
| Instrumentation Specialist Trainee (After two years) ⁸ | See Note 8 | \$41,528 | Flat Rate |
| Junior Architect ⁵ | \$42,008 | \$48,309 | \$61,800 |
| Junior Chemist ⁵ | \$38,485 | \$44,258 | \$52,661 |
| Junior Civil Engineer ⁵ | \$42,008 | \$48,309 | \$61,800 |
| Junior Drafter ⁵ | \$42,008 | \$48,309 | \$61,800 |
| Junior Electrical Engineer ⁵ | \$42,008 | \$48,309 | \$61,800 |
| Junior Health Facilities Planner | \$42,008 | \$48,309 | \$61,800 |
| Junior Mechanical Engineer ⁵ | \$42,008 | \$48,309 | \$61,800 |
| Landmarks Preservationist Level I | \$47,612 | \$54,754 | \$68,587 |
| Landmarks Preservationist Level II | \$52,232 | \$60,067 | \$78,382 |
| Landmarks Preservation Specialist | \$47,612 | \$54,754 | \$68,587 |
| Landscape Architect Level I | \$57,700 | \$66,355 | \$83,564 |
| Landscape Architect Level II | \$68,601 | \$78,891 | \$95,307 |
| Landscape Architect Level III | \$76,741 | \$88,252 | \$104,037 |
| Landscape Architect Intern | | See Section 2(b)(i)-Schedule B | |
| Marine Electronics Technician | \$73,764 | \$84,829 | \$109,065 |
| Mechanical Engineer (including specialties) Level I | \$57,700 | \$66,355 | \$83,564 |
| Mechanical Engineer (including specialties) Level II | \$68,601 | \$78,891 | \$95,307 |
| Mechanical Engineer (including specialties) Level III | \$76,741 | \$88,252 | \$104,037 |
| Mechanical Engineering Drafter ⁵ | \$42,008 | \$48,309 | \$61,800 |
| Mechanical Engineering Intern | | See Section 2(b)(i)-Schedule B | |
| Medical Equipment Repair Technician | \$33,155 | \$38,128 | \$49,823 |
| Medical Equipment Specialist | \$44,206 | \$50,837 | \$65,008 |
| Painting Inspector | \$39,795 | \$45,764 | \$55,883 |
| Physicist Level I ⁴ (DCAS Res 2012-6) | \$48,607 | \$55,898 | \$72,934 |
| Physicist Level II ⁴ | \$57,700 | \$66,355 | \$83,564 |
| Physicist Level III ⁴ | \$63,571 | \$73,107 | \$93,171 |
| Physicist (Electronics, Isotopes, Radiation) | \$57,700 | \$66,355 | \$83,564 |
| Physicist Trainee | \$42,008 | \$48,309 | Flat Rate |
| Plan Examiner (Buildings) | \$59,902 | \$68,887 | \$87,102 |
| Planner | \$55,530 | \$63,860 | \$81,746 |

| | | | |
|---|----------|----------|-----------|
| Planner Trainee ⁵ | \$42,008 | \$48,309 | Flat Rate |
| Principal Air Pollution Control Engineer ⁵ | \$80,290 | \$92,334 | \$104,140 |
| Principal Air Pollution Inspector | \$55,154 | \$63,427 | \$75,911 |
| Principal Chemical Engineer ⁵ | \$80,290 | \$92,334 | \$104,140 |
| Principal Chemist (including specialties) ⁵ | \$66,532 | \$76,512 | \$101,047 |
| Principal Civil Engineer (including specialties) ⁵ | \$80,290 | \$92,334 | \$104,140 |
| Principal Electrical Engineer ⁵ | \$80,290 | \$92,334 | \$104,140 |
| Principal Engineer | \$80,290 | \$92,334 | \$104,140 |
| Principal Illustrator ⁵ | \$48,607 | \$55,898 | \$72,934 |
| Principal Mechanical Engineer ⁵ | \$80,290 | \$92,334 | \$104,140 |
| Principal Physicist | \$65,030 | \$74,784 | \$99,324 |
| Principal Planner | \$66,532 | \$76,512 | \$101,047 |
| Principal Research Scientist (Biological Sciences) | \$80,290 | \$92,334 | \$104,140 |
| Principal Urban Designer | \$69,823 | \$80,297 | \$116,166 |
| Project Coordinator | \$57,700 | \$66,355 | \$83,564 |
| Project Development Coordinator ⁵ | \$57,700 | \$66,355 | \$83,564 |
| Project Development Coordinator Trainee ⁵ | \$42,008 | \$48,309 | Flat Rate |
| Project Manager (Other than HHC) | \$48,607 | \$55,898 | \$72,934 |
| Project Manager (HHC only) Level I | \$48,607 | \$55,898 | \$72,934 |
| Project Manager (HHC only) Level II | \$56,587 | \$65,075 | \$99,125 |
| Project Manager Intern | \$43,887 | \$50,470 | Flat Rate |
| Project Services Specialist | \$57,700 | \$66,355 | \$83,564 |
| Radio Repair Technicinn | \$35,833 | \$41,208 | \$46,428 |
| Research Scientist Level I | \$64,229 | \$73,944 | \$80,698 |
| Research Scientist Level II | \$71,932 | \$82,722 | \$94,529 |
| Research Scientist Level III | \$80,290 | \$92,334 | \$104,140 |
| Safety Officer | \$37,608 | \$43,249 | \$53,365 |
| Safety Specialist | \$38,380 | \$44,137 | \$54,167 |
| Scientist (Radiation Control) Level I | \$48,607 | \$55,898 | \$72,934 |
| Scientist (Radiation Control) Level II | \$57,700 | \$66,355 | \$83,564 |
| Scientist (Radiation Control) Level III | \$63,571 | \$73,107 | \$93,171 |
| Scientist (Water Ecology) Level I | \$38,696 | \$44,500 | \$58,552 |
| Scientist (Water Ecology) Level II | \$45,077 | \$51,838 | \$66,012 |
| Scientist (Water Ecology) Level III | \$56,100 | \$64,515 | \$80,036 |
| Scientist (Water Ecology) Trainee | \$33,393 | \$38,402 | Flat Rate |
| Senior Air Pollution Control Engineer ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Air Pollution Inspector | \$44,453 | \$51,121 | \$62,594 |
| Senior Architect (including specialties) ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Automotive Specialist | \$63,571 | \$73,107 | \$93,171 |
| Senior Chemical Engineer ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Chemist (including specialties) | \$60,653 | \$69,751 | \$85,771 |
| Senior Civil Engineer (including specialties) ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Electrical Engineer (including specialties) ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Engineer (Accounting) | \$63,571 | \$73,107 | \$93,171 |
| Senior Engineer (Safety) ⁵ | \$63,571 | \$73,107 | \$93,171 |

| | | | |
|---|----------|----------|-----------|
| Senior Engineer (Cranes) ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Engineer-Assessor ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Engineering Technician (including specialties, JOP) ⁵ | \$41,731 | \$47,991 | \$61,481 |
| Senior Environmental Control Technician | \$41,731 | \$47,991 | \$61,481 |
| Senior Estimator (including specialties) | \$57,700 | \$66,355 | \$83,564 |
| Senior Geologist | \$63,571 | \$73,107 | \$93,171 |
| Senior Health Facilities Planner | \$72,263 | \$83,102 | \$107,743 |
| Senior Highway Transportation Specialist | \$57,700 | \$66,355 | \$83,564 |
| Senior Hull & Machinery Inspector | \$44,453 | \$51,121 | \$62,594 |
| Senior Illustrator | \$39,656 | \$45,604 | \$58,094 |
| Senior Industrial Engineer | \$63,571 | \$73,107 | \$93,171 |
| Senior Landscape Architect ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Mechanical Engineer (including specialties) | \$63,571 | \$73,107 | \$93,171 |
| Senior Meteorologist | \$44,206 | \$50,837 | \$65,008 |
| Senior Painting Inspector | \$44,453 | \$51,121 | \$62,594 |
| Senior Physicist (including specialties) ⁴ | \$63,571 | \$73,107 | \$93,171 |
| Senior Plan Examiner (Buildings) | \$65,030 | \$74,784 | \$99,324 |
| Senior Planner ⁵ | \$62,417 | \$71,779 | \$91,181 |
| Senior Project Coordinator | \$63,571 | \$73,107 | \$93,171 |
| Senior Project Development Coordinator ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Project Services Specialist ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Scientist (Radiation Control) | \$63,571 | \$73,107 | \$93,171 |
| Senior Supervisor of Mechanical Installations | \$59,902 | \$68,887 | \$87,102 |
| Senior Traffic Control Inspector | \$42,519 | \$48,897 | \$60,366 |
| Senior Urban Designer ⁵ | \$63,571 | \$73,107 | \$93,171 |
| Senior Waterfront Construction Inspector | \$44,453 | \$51,121 | \$62,594 |
| Space Analyst Level I | \$48,607 | \$55,898 | \$72,934 |
| Space Analyst Level II | \$57,700 | \$66,355 | \$83,564 |
| Superintendent of Construction ⁵ | \$57,700 | \$66,355 | \$83,564 |
| Superintendent of Construction and Repairs | \$57,700 | \$66,355 | \$83,564 |
| Supervising Air Pollution Inspector | \$49,799 | \$57,269 | \$69,245 |
| Supervising Environmental Control Technician | \$47,748 | \$54,910 | \$66,545 |
| Supervising Hull & Machinery Inspector | \$48,905 | \$56,241 | \$68,217 |
| Supervising Traffic Control Inspector | \$47,217 | \$54,300 | \$66,276 |
| Supervisor of Building Maintenance (All Fields) | \$48,607 | \$55,898 | \$72,934 |
| Supervisor of Diesel Engine Maintenance | \$56,090 | \$64,504 | \$80,020 |
| Supervisor of Electrical Installations | \$57,700 | \$66,355 | \$83,564 |
| Supervisor of Electrical Installations & Maintenance Level I | \$48,607 | \$55,898 | \$72,934 |
| Supervisor of Electrical Installations & Maintenance Level II | \$57,700 | \$66,355 | \$83,564 |
| Supervisor of Mechanical Installations | \$57,700 | \$66,355 | \$83,564 |
| Supervisor of Mechanical Installations & Maintenance Level I | \$48,607 | \$55,898 | \$72,934 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$57,700 | \$66,355 | \$83,564 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$59,902 | \$68,887 | \$87,102 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$63,571 | \$73,107 | \$93,171 |
| Surveyor Level I - A | \$48,607 | \$55,898 | Flat Rate |

| | | | |
|-------------------------------------|----------|----------|-----------|
| Surveyor Level I - B | \$53,153 | \$61,126 | \$71,510 |
| Surveyor Level II | \$57,700 | \$66,355 | \$83,564 |
| Surveyor Level III | \$63,571 | \$73,107 | \$93,171 |
| Tax Map Cartographer Level I-A | \$48,607 | \$55,898 | Flat Rate |
| Tax Map Cartographer Level I-B | \$53,153 | \$61,126 | \$71,510 |
| Tax Map Cartographer Level II | \$57,700 | \$66,355 | \$83,564 |
| Telemetric Systems Specialist | \$61,367 | \$70,572 | \$89,973 |
| Traffic Control Inspector Level I | \$38,500 | \$44,275 | \$54,400 |
| Traffic Control Inspector Level II | \$42,519 | \$48,897 | \$60,366 |
| Traffic Control Inspector Level III | \$47,217 | \$54,300 | \$66,276 |
| Urban Archeologist | \$44,832 | \$51,557 | \$70,277 |
| Urban Designer ⁵ | \$57,700 | \$66,355 | \$83,564 |
| Urban Designer Trainee | \$42,008 | \$48,309 | Flat Rate |
| Urban Technician | \$33,152 | \$38,125 | \$50,859 |
| Waterfront Construction Inspector | \$39,795 | \$45,764 | \$55,883 |

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate I plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

| <u>TITLE</u> | (1) Hiring Rate ¹ | | (2) Incumbent Rate | |
|--|-------------------------------------|------------------------|---------------------------|------------------------|
| | (a) Minimum | (b) Maximum | (a) Minimum | (b) Maximum |
| Air Pollution Control Engineering Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |
| Architectural Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |
| Chemical Engineering Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |
| Civil Engineering Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |
| Construction Project Manager Intern | \$43,783 | | \$50,350 | \$53,021 |
| Electrical Engineering Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |
| Environmental Engineering Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |
| Landscape Architect Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |
| Mechanical Engineering Intern | \$43,783 | \$49,481 | \$50,350 | \$53,021 |

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an

additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable interim title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

(ii) Unit B (Radio/TV)

| TITLE | (1) Minimum | | (2) Maximum |
|---|------------------------------|--------------------|-------------|
| | (a) Hiring Rate ¹ | (b) Incumbent Rate | |
| Associate Operations Communications Specialist Level I | \$40,614 | \$46,706 | \$52,212 |
| Associate Operations Communications Specialist Level II | \$45,402 | \$52,212 | \$57,716 |
| Director (TV) Level I | \$34,404 | \$39,565 | \$44,296 |
| Director (TV) Level II | \$42,081 | \$48,393 | \$60,531 |
| Film Editor | \$34,597 | \$39,786 | \$46,956 |
| Film Manager | \$49,927 | \$57,416 | \$68,554 |
| Operations Communications Specialist Level I | \$34,141 | \$39,262 | \$46,000 |
| Operations Communications Specialist Level II | \$40,000 | \$46,000 | \$52,741 |
| Program Announcer Level I | \$36,506 | \$41,982 | \$54,968 |
| Program Announcer Level II | \$40,831 | \$46,956 | \$60,369 |
| Program Producer Level I | \$35,550 | \$40,882 | \$48,978 |
| Program Producer Level II | \$49,927 | \$57,416 | \$68,554 |
| Program Producer Level III | \$57,551 | \$66,184 | \$79,687 |
| Radio & TV Operator Level I | \$29,941 | \$34,432 | \$43,991 |
| Radio & TV Operator Level II | \$36,506 | \$41,982 | \$54,968 |
| Radio & TV Operator Level III | \$40,831 | \$46,956 | \$60,369 |
| Supervisor of Radio & TV Operators Level I | \$49,927 | \$57,416 | \$68,554 |
| Supervisor of Radio & TV Operators Level II | \$57,551 | \$66,184 | \$79,687 |
| Supervisor of Radio Production | \$51,904 | \$59,690 | \$69,253 |
| Television Equipment Operator | \$34,597 | \$39,786 | \$46,956 |
| Television Lighting Technician | \$34,597 | \$39,786 | \$46,956 |

Note:

1. See Article III, Section 4 (New Hires).

c. Effective September 3, 2012

i. Unit A (Engineering/Scientific)

| TITLE | (1) Minimum | | (2) Maximum |
|---|--------------------------------|--------------------|-------------|
| | (a) Hiring Rate ¹ | (b) Incumbent Rate | |
| Air Pollution Control Engineer Level I | \$58,277 | \$67,019 | \$84,400 |
| Air Pollution Control Engineer Level II | \$69,287 | \$79,680 | \$96,260 |
| Air Pollution Control Engineer Level III | \$77,509 | \$89,135 | \$105,077 |
| Air Pollution Control Engineering Intern | See Section 2(c)(i)-Schedule B | | |
| Air Pollution Control Engineering Trainee | \$42,428 | \$48,792 | Flat Rate |
| Air Pollution Inspector Level I | Hiring Rate \$30,061 | | Flat Rate |
| | After 1 year \$31,559 | | Flat Rate |
| | After 2 years \$33,136 | | \$38,106 |
| Air Pollution Inspector Level II | \$40,193 | \$46,222 | \$56,442 |
| Architect (including specialties) Level I | \$58,277 | \$67,019 | \$84,400 |
| Architect (including specialties) Level II | \$69,287 | \$79,680 | \$96,260 |
| Architect (including specialties) Level III | \$77,509 | \$89,135 | \$105,077 |
| Architectural Intern | See Section 2(c)(i)-Schedule B | | |
| Architectural Specialist Level I | \$69,287 | \$79,680 | \$96,260 |
| Architectural Specialist Level II | \$77,509 | \$89,135 | \$105,077 |
| Asbestos Hazard Investigator | \$46,798 | \$53,818 | \$70,223 |
| Assistant Air Pollution Control Engineer | \$49,093 | \$56,457 | \$73,663 |
| Assistant Architect ² | \$49,093 | \$56,457 | \$73,663 |
| Assistant Area Manager of School Maintenance | \$64,207 | \$73,838 | \$94,103 |
| Assistant Chemical Engineer (DCAS Res 2012-5) ² | \$49,093 | \$56,457 | \$73,663 |
| Assistant Chemist (including specialties) | \$45,520 | \$52,348 | \$66,658 |
| Assistant Civil Engineer ² | \$49,093 | \$56,457 | \$73,663 |
| Assistant Coordinator of Highway Transportation Studies | \$64,207 | \$73,838 | \$94,103 |
| Assistant Director of Technical Services (Air Pollution Control) | \$72,651 | \$83,549 | \$95,474 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | \$72,651 | \$83,549 | \$95,474 |
| Assistant Electrical Engineer ² | \$49,093 | \$56,457 | \$72,934 |
| Assistant Engineer (Accounting) ² | \$49,093 | \$56,457 | \$73,663 |
| Assistant Engineering Technician (JOP) ⁵ | \$32,579 | \$37,466 | \$73,663 |
| Assistant Environmental Engineer | \$49,093 | \$56,457 | \$42,402 |
| Assistant Geologist | \$49,093 | \$56,457 | \$73,663 |
| Assistant Health Facilities Planner | \$51,316 | \$59,013 | \$73,663 |
| Assistant Highway Transportation Specialist | \$42,428 | \$48,792 | \$76,897 |
| Assistant Landscape Architect ² | \$49,093 | \$56,457 | \$62,418 |
| Assistant Mechanical Engineer ² | \$49,093 | \$56,457 | \$73,663 |
| Assistant Physicist (including specialties) ⁴ | \$49,093 | \$56,457 | \$73,663 |
| Assistant Plan Examiner (Buildings) ² | \$51,316 | \$59,013 | \$73,663 |

| | | | | |
|--|-----------------------|----------|--------------------------------|-----------|
| Assistant Planner | | \$47,485 | \$54,608 | \$76,897 |
| Assistant Project Coordinator | | \$49,093 | \$56,457 | \$68,578 |
| Assistant Project Development Coordinator ⁵ | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Project Manager | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Project Services Specialist ⁵ | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Scientist (Radiation Control) | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Signal Circuit Engineer ² | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Space Analyst | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Superintendent of Construction ⁵ | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Superintendent of Construction and Repairs | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Supervisor of Electrical Installations | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Supervisor of Mechanical Installations | | \$49,093 | \$56,457 | \$73,663 |
| Assistant Surveyor | | \$58,277 | \$67,019 | \$84,400 |
| Assistant Surveyor Trainee ³ | | \$49,093 | \$56,457 | \$60,051 |
| Assistant Urban Designer | | \$49,093 | \$56,457 | \$73,663 |
| Associate Air Pollution Inspector Level I | | \$44,897 | \$51,632 | \$63,220 |
| Associate Air Pollution Inspector Level II | | \$50,297 | \$57,842 | \$69,937 |
| Associate Air Pollution Inspector Level III | | \$55,705 | \$64,061 | \$76,670 |
| Associate Chemist Level I (DCAS Res 2012-5) | Trainee Rate | \$38,870 | \$44,701 | Flat Rate |
| | After 1 year in title | \$45,520 | \$52,348 | \$66,658 |
| Associate Chemist Level II ⁴ | | \$51,640 | \$59,386 | \$76,592 |
| Associate Chemist Level III ⁴ | | \$61,260 | \$70,449 | \$86,629 |
| Associate Chemist Level IV ⁴ | | \$67,197 | \$77,277 | \$102,057 |
| Associate City Planner Level I | | \$63,041 | \$72,497 | \$92,093 |
| Associate City Planner Level II | | \$67,197 | \$77,277 | \$102,057 |
| Associate Engineering Technician Level I | | \$42,149 | \$48,471 | \$62,096 |
| Associate Engineering Technician Level II | | \$48,225 | \$55,459 | \$67,210 |
| Associate Graphic Artist | | \$50,606 | \$58,197 | \$86,139 |
| Associate Housing Development Specialist | | \$64,207 | \$73,838 | \$94,103 |
| Associate Landmarks Preservationist | | \$57,920 | \$66,608 | \$81,096 |
| Associate Project Manager Level I | | \$58,277 | \$67,019 | \$84,400 |
| Associate Project Manager Level II | | \$64,207 | \$73,838 | \$94,103 |
| Associate Project Manager Level III | | \$77,509 | \$89,135 | \$105,077 |
| Associate Space Analyst | | \$58,277 | \$67,019 | \$84,400 |
| Associate Urban Designer Level I | | \$58,277 | \$67,019 | \$84,400 |
| Associate Urban Designer Level II | | \$64,207 | \$73,838 | \$94,103 |
| Associate Urban Designer Level III | | \$67,070 | \$77,131 | \$101,670 |
| Automotive Specialist | | \$58,277 | \$67,019 | \$84,400 |
| Cartographer (Civil Defense) | | \$40,052 | \$46,060 | \$58,675 |
| Chemical, Biological & Radiological Officer (C.D.) | | \$51,316 | \$59,013 | \$76,897 |
| Chemical Engineer Level I | | \$58,277 | \$67,019 | \$84,400 |
| Chemical Engineer Level II | | \$69,287 | \$79,680 | \$96,260 |
| Chemical Engineer Level III | | \$77,509 | \$89,135 | \$105,077 |
| Chemical Engineering Intern | | | See Section 2(c)(i)-Schedule B | |
| Chemist (including specialties) (DCAS Res 2012-5) ⁵ | | \$51,640 | \$59,386 | \$76,592 |

| | | | | |
|---|--------------|--------------------------------|-----------|-----------|
| Chemist Trainee | | \$38,870 | \$44,701 | Flat Rate |
| Chief Supervisor of Mechanical Installations | | \$64,207 | \$73,838 | \$94,103 |
| City Planner Level I | | \$47,485 | \$54,608 | \$68,578 |
| City Planner Level II | | \$56,086 | \$64,499 | \$82,563 |
| City Planner Level III | | \$63,041 | \$72,497 | \$92,093 |
| City Planner Level IV | | \$67,197 | \$77,277 | \$102,057 |
| City Planning Technician | | \$33,483 | \$38,506 | \$51,368 |
| City Research Scientist Level I | Hiring Rate | \$55,167 | Flat Rate | |
| | After 1 year | See Note 9 | \$60,684 | \$66,752 |
| City Research Scientist Level II | | \$64,942 | \$74,683 | \$81,505 |
| City Research Scientist Level III | | \$72,651 | \$83,549 | \$95,474 |
| City Research Scientist Level IV-A | | \$81,093 | \$93,257 | \$105,181 |
| City Research Scientist Level IV-B | | \$83,235 | \$95,720 | \$120,981 |
| Civil Engineer (including specialties) Level I | | \$58,277 | \$67,019 | \$84,400 |
| Civil Engineer (including specialties) Level II | | \$69,287 | \$79,680 | \$96,260 |
| Civil Engineer (including specialties) Level III | | \$77,509 | \$89,135 | \$105,077 |
| Civil Engineering Drafter ⁵ | | \$42,428 | \$48,792 | \$62,418 |
| Civil Engineering Intern | | See Section 2(c)(i)-Schedule B | | |
| Civil Engineering Trainee ⁵ | | \$42,428 | \$48,792 | Flat Rate |
| Community Planning Board Coordinator | | \$38,723 | \$44,531 | \$53,724 |
| Computer Facilities Maintainer (FISA) | | \$49,093 | \$56,457 | \$73,663 |
| Construction Management Assistant | | \$41,240 | \$47,426 | \$61,056 |
| Construction Manager (including specialties) ⁵ | | \$65,680 | \$75,532 | \$100,317 |
| Construction Project Manager Level I | | \$49,093 | \$56,457 | \$73,663 |
| Construction Project Manager Level II | | \$58,277 | \$67,019 | \$84,400 |
| Construction Project Manager Level III | | \$61,981 | \$71,278 | \$105,077 |
| Construction Project Manager Intern | | See Section 2(c)(i)-Schedule B | | |
| Criminalist Level I - A | | | \$44,606 | Flat Rate |
| Criminalist Level I - B | | | \$47,389 | \$56,216 |
| Criminalist Level II | | | \$56,710 | \$78,031 |
| Criminalist Level III | | | \$70,697 | \$93,129 |
| Criminalist Level IV | | | \$81,573 | \$106,554 |
| Director of Intersectional Traffic Control | | \$63,571 | \$73,838 | \$94,103 |
| Electrical Engineer (including specialties) Level I | | \$58,277 | \$67,019 | \$84,400 |
| Electrical Engineer (including specialties) Level II | | \$69,287 | \$79,680 | \$96,260 |
| Electrical Engineer (including specialties) Level III | | \$77,509 | \$89,135 | \$105,077 |
| Electrical Engineering Drafter ⁵ | | \$42,428 | \$48,792 | \$62,418 |
| Electrical Engineering Intern | | See Section 2(c)(i)-Schedule B | | |
| Electrical Engineering Trainee ⁵ | | \$42,428 | \$48,792 | Flat Rate |
| Engineer (Accounting) (CE & S) | | \$58,277 | \$67,019 | \$84,400 |
| Engineer-Assessor (all specialties) | | \$58,277 | \$67,019 | \$84,400 |
| Engineer-Assessor (Utility) | | \$58,277 | \$67,019 | \$84,400 |
| Engineering Aide | | \$42,428 | \$48,792 | \$62,418 |
| Engineering Specialist Level I | | \$69,287 | \$79,680 | \$96,260 |
| Engineering Specialist Level II | | \$77,509 | \$89,135 | \$105,077 |

| | | | |
|---|--|----------|-----------|
| Engineering Technician (including specialties) Level I | \$33,483 | \$38,506 | \$43,442 |
| Engineering Technician (including specialties) Level II | \$36,221 | \$41,654 | \$51,368 |
| Engineering Technician (including specialties) Level III | \$42,149 | \$48,471 | \$62,096 |
| Engineering Technician (including specialties) Level IV | \$48,225 | \$55,459 | \$67,210 |
| Engineering Technician Aide (JOP) | \$30,038 | \$34,544 | Flat Rate |
| Engineering Technician Trainee ³ | \$29,333 | \$33,733 | \$35,418 |
| Engineering Work Study Trainee | \$25,550 | \$29,383 | \$37,843 |
| Environmental Control Technician ⁵ | \$36,221 | \$41,654 | \$51,368 |
| Environmental Engineer Level I | \$58,277 | \$67,019 | \$84,400 |
| Environmental Engineer Level II | \$69,287 | \$79,680 | \$96,260 |
| Environmental Engineer Level III | \$77,509 | \$89,135 | \$105,077 |
| Environmental Engineering Intern | See Section 2(c)(i)-Schedule B | | |
| Estimator (including specialties) | \$49,093 | \$56,457 | \$73,663 |
| Forensic Analyst (OCME) | \$46,918 | \$53,956 | \$76,585 |
| Forensic Scientist (OCME) | \$67,352 | \$77,455 | \$95,730 |
| Forester Level I | \$37,345 | \$42,947 | \$52,998 |
| Forester Level II | \$44,498 | \$51,173 | \$63,050 |
| General Superintendent of Construction (including specialties) ³ | \$61,981 | \$71,278 | \$90,873 |
| General Superintendent of Construction and Repairs | \$61,981 | \$71,278 | \$90,873 |
| General Superintendent of Building Maintenance (all fields) | \$58,277 | \$67,019 | \$84,400 |
| Geologist Level I (DCAS Res 2011-16) | Hiring Rate \$42,428 | \$48,792 | Flat Rate |
| | After 1 Year in Title Minimum ¹⁰ \$49,093 | \$56,457 | \$73,663 |
| Geologist Level II | \$58,277 | \$67,019 | \$84,400 |
| Geologist Trainee | \$42,428 | \$48,792 | Flat Rate |
| Graphic Artist Level I | \$39,216 | \$45,098 | \$61,451 |
| Graphic Artist Level II | \$50,606 | \$58,197 | \$86,139 |
| Health Facilities Planner | \$65,680 | \$75,532 | \$100,317 |
| Highway Transportation Specialist Level I | \$49,093 | \$56,457 | \$73,663 |
| Highway Transportation Specialist Level II | \$58,277 | \$67,019 | \$84,400 |
| Highway Transportation Specialist Level III | \$64,207 | \$73,838 | \$94,103 |
| Housing Development Specialist Level I | \$49,093 | \$56,457 | \$75,139 |
| Housing Development Specialist Level II | \$58,277 | \$67,019 | \$86,087 |
| Housing Development Specialist Trainee Level I | \$38,170 | \$43,895 | Flat Rate |
| Housing Development Specialist Trainee Level II | \$41,594 | \$47,833 | Flat Rate |
| Illustrator ⁵ | \$36,796 | \$42,315 | \$49,047 |
| Industrial Hygienist Level I | \$40,761 | \$46,875 | \$57,648 |
| Industrial Hygienist Level II | \$48,201 | \$55,431 | \$64,782 |
| Instrument Maker (Radiology) | \$49,093 | \$56,457 | \$73,663 |
| Instrumentation Specialist Level I ⁶ | See Note 6 | \$46,138 | Flat Rate |
| Instrumentation Specialist Level II ⁶ | See Note 6 | \$55,904 | Flat Rate |
| Instrumentation Specialist Level III ⁶ | See Note 6 | \$64,314 | Flat Rate |
| Instrumentation Specialist Level I ⁷ | See Note 7 | \$47,828 | Flat Rate |
| Instrumentation Specialist Level II ⁷ | See Note 7 | \$58,170 | Flat Rate |
| Instrumentation Specialist Level III ⁷ | See Note 7 | \$65,926 | Flat Rate |

| | | | |
|---|--------------------------------|----------|-----------|
| Instrumentation Specialist Trainee (Entry Level) ^B | See Note 8 | \$32,157 | Flat Rate |
| Instrumentation Specialist Trainee (After one year) ^A | See Note 8 | \$33,556 | Flat Rate |
| Instrumentation Specialist Trainee (After two years) ^A | See Note 8 | \$41,943 | Flat Rate |
| Junior Architect ⁵ | \$42,428 | \$48,792 | \$62,418 |
| Junior Chemist ⁵ | \$38,870 | \$44,701 | \$53,188 |
| Junior Civil Engineer ⁵ | \$42,428 | \$48,792 | \$62,418 |
| Junior Drafter ⁵ | \$42,428 | \$48,792 | \$62,418 |
| Junior Electrical Engineer ⁵ | \$42,428 | \$48,792 | \$62,418 |
| Junior Health Facilities Planner | \$42,428 | \$48,792 | \$62,418 |
| Junior Mechanical Engineer ⁵ | \$42,428 | \$48,792 | \$62,418 |
| Landmarks Preservationist Level I | \$48,089 | \$55,302 | \$69,273 |
| Landmarks Preservationist Level II | \$53,283 | \$61,275 | \$79,166 |
| Landmarks Preservation Specialist | \$48,089 | \$55,302 | \$69,273 |
| Landscape Architect Level I | \$58,277 | \$67,019 | \$84,400 |
| Landscape Architect Level II | \$69,287 | \$79,680 | \$96,260 |
| Landscape Architect Level III | \$77,509 | \$89,135 | \$105,077 |
| Landscape Architect Intern | See Section 2(c)(i)-Schedule B | | |
| Marine Electronics Technician | \$74,502 | \$85,677 | \$110,156 |
| Mechanical Engineer (including specialties) Level I | \$58,277 | \$67,019 | \$84,400 |
| Mechanical Engineer (including specialties) Level II | \$69,287 | \$79,680 | \$96,260 |
| Mechanical Engineer (including specialties) Level III | \$77,509 | \$89,135 | \$105,077 |
| Mechanical Engineering Drafter ⁵ | \$42,428 | \$48,792 | \$62,418 |
| Mechanical Engineering Intern | See Section 2(c)(i)-Schedule B | | |
| Medical Equipment Repair Technician | \$33,486 | \$38,509 | \$50,321 |
| Medical Equipment Specialist | \$44,648 | \$51,345 | \$65,658 |
| Painting Inspector | \$40,193 | \$46,222 | \$56,442 |
| Physicist Level I ⁴ (DCAS Res 2012-6) | \$49,093 | \$56,457 | \$73,663 |
| Physicist Level II ⁴ | \$58,277 | \$67,019 | \$84,400 |
| Physicist Level III ⁴ | \$64,207 | \$73,838 | \$94,103 |
| Physicist (Electronics, Isotopes, Radiation) | \$58,277 | \$67,019 | \$84,400 |
| Physicist Trainee | \$42,428 | \$48,792 | Flat Rate |
| Plan Examiner (Buildings) | \$60,501 | \$69,576 | \$87,973 |
| Planner | \$56,086 | \$64,499 | \$82,563 |
| Planner Trainee ⁵ | \$42,428 | \$48,792 | Flat Rate |
| Principal Air Pollution Control Engineer ⁵ | \$81,093 | \$93,257 | \$105,181 |
| Principal Air Pollution Inspector | \$55,705 | \$64,061 | \$76,670 |
| Principal Chemical Engineer ⁵ | \$81,093 | \$93,257 | \$105,181 |
| Principal Chemist (including specialties) ⁵ | \$67,197 | \$77,277 | \$102,057 |
| Principal Civil Engineer (including specialties) ⁵ | \$81,093 | \$93,257 | \$105,181 |
| Principal Electrical Engineer ⁵ | \$81,093 | \$93,257 | \$105,181 |
| Principal Engineer | \$81,093 | \$93,257 | \$105,181 |
| Principal Illustrator ⁵ | \$49,093 | \$56,457 | \$73,663 |
| Principal Mechanical Engineer ⁵ | \$81,093 | \$93,257 | \$105,181 |
| Principal Physicist | \$65,680 | \$75,532 | \$100,317 |
| Principal Planner | \$67,197 | \$77,277 | \$102,057 |

| | | | |
|---|----------|----------|-----------|
| Principal Research Scientist (Biological Sciences) | \$81,093 | \$93,257 | \$105,181 |
| Principal Urban Designer | \$70,522 | \$81,100 | \$117,328 |
| Project Coordinator | \$58,277 | \$67,019 | \$84,400 |
| Project Development Coordinator ⁵ | \$58,277 | \$67,019 | \$84,400 |
| Project Development Coordinator Trainee ⁵ | \$42,428 | \$48,792 | Flat Rate |
| Project Manager (Other than HHC) | \$49,093 | \$56,457 | \$73,663 |
| Project Manager (HHC only) Level I | \$49,093 | \$56,457 | \$73,663 |
| Project Manager (HHC only) Level II | \$57,153 | \$65,726 | \$100,116 |
| Project Manager Intern | \$44,326 | \$50,975 | Flat Rate |
| Project Services Specialist | \$58,277 | \$67,019 | \$84,400 |
| Radio Repair Technician | \$36,191 | \$41,620 | \$46,892 |
| Research Scientist Level I | \$64,942 | \$74,683 | \$81,505 |
| Research Scientist Level II | \$72,651 | \$83,549 | \$95,474 |
| Research Scientist Level III | \$81,093 | \$93,257 | \$105,181 |
| Safety Officer | \$37,983 | \$43,681 | \$53,899 |
| Safety Specialist | \$38,763 | \$44,578 | \$54,709 |
| Scientist (Radiation Control) Level I | \$49,093 | \$56,457 | \$73,663 |
| Scientist (Radiation Control) Level II | \$58,277 | \$67,019 | \$84,400 |
| Scientist (Radiation Control) Level III | \$64,207 | \$73,838 | \$94,103 |
| Scientist (Water Ecology) Level I | \$39,083 | \$44,945 | \$59,138 |
| Scientist (Water Ecology) Level II | \$45,527 | \$52,356 | \$66,672 |
| Scientist (Water Ecology) Level III | \$56,661 | \$65,160 | \$80,836 |
| Scientist (Water Ecology) Trainee | \$33,727 | \$38,786 | Flat Rate |
| Senior Air Pollution Control Engineer ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Air Pollution Inspector | \$44,897 | \$51,632 | \$63,220 |
| Senior Architect (including specialties) ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Automotive Specialist | \$64,207 | \$73,838 | \$94,103 |
| Senior Chemical Engineer ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Chemist (including specialties) | \$61,260 | \$70,449 | \$86,629 |
| Senior Civil Engineer (including specialties) ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Electrical Engineer (including specialties) ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Engineer (Accounting) | \$64,207 | \$73,838 | \$94,103 |
| Senior Engineer (Safety) ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Engineer (Cranes) ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Engineer-Assessor ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Engineering Technician (including specialties, JOP) ⁵ | \$42,149 | \$48,471 | \$62,096 |
| Senior Environmental Control Technician | \$42,149 | \$48,471 | \$62,096 |
| Senior Estimator (including specialties) | \$58,277 | \$67,019 | \$84,400 |
| Senior Geologist | \$64,207 | \$73,838 | \$94,103 |
| Senior Health Facilities Planner | \$72,985 | \$83,933 | \$108,820 |
| Senior Highway Transportation Specialist | \$58,277 | \$67,019 | \$84,400 |
| Senior Hull & Machinery Inspector | \$44,897 | \$51,632 | \$63,220 |
| Senior Illustrator | \$40,052 | \$46,060 | \$58,675 |
| Senior Industrial Engineer | \$64,207 | \$73,838 | \$94,103 |
| Senior Landscape Architect ⁵ | \$64,207 | \$73,838 | \$94,103 |

| | | | |
|--|----------|----------|-----------|
| Senior Mechanical Engineer (including specialties) | \$64,207 | \$73,838 | \$94,103 |
| Senior Meteorologist | \$44,648 | \$51,345 | \$65,658 |
| Senior Painting Inspector | \$44,897 | \$51,632 | \$63,220 |
| Senior Physicist (including specialties) ⁴ | \$64,207 | \$73,838 | \$94,103 |
| Senior Plan Examiner (Buildings) | \$65,680 | \$75,532 | \$100,317 |
| Senior Planner ⁵ | \$63,041 | \$72,497 | \$92,093 |
| Senior Project Coordinator | \$64,207 | \$73,838 | \$94,103 |
| Senior Project Development Coordinator ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Project Services Specialist ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Scientist (Radiation Control) | \$64,207 | \$73,838 | \$94,103 |
| Senior Supervisor of Mechanical Installations | \$60,501 | \$69,576 | \$87,973 |
| Senior Traffic Control Inspector | \$42,944 | \$49,386 | \$60,970 |
| Senior Urban Designer ⁵ | \$64,207 | \$73,838 | \$94,103 |
| Senior Waterfront Construction Inspector | \$44,897 | \$51,632 | \$63,220 |
| Space Analyst Level I | \$49,093 | \$56,457 | \$73,663 |
| Space Analyst Level II | \$58,277 | \$67,019 | \$84,400 |
| Superintendent of Construction ⁵ | \$58,277 | \$67,019 | \$84,400 |
| Superintendent of Construction and Repairs | \$58,277 | \$67,019 | \$84,400 |
| Supervising Air Pollution Inspector | \$50,297 | \$57,842 | \$69,937 |
| Supervising Environmental Control Technician | \$48,225 | \$55,459 | \$67,210 |
| Supervising Hull & Machinery Inspector | \$49,394 | \$56,803 | \$68,899 |
| Supervising Traffic Control Inspector | \$47,690 | \$54,843 | \$66,939 |
| Supervisor of Building Maintenance (All Fields) | \$49,093 | \$56,457 | \$73,663 |
| Supervisor of Diesel Engine Maintenance | \$56,651 | \$65,149 | \$80,820 |
| Supervisor of Electrical Installations | \$58,277 | \$67,019 | \$84,400 |
| Supervisor of Electrical Installations & Maintenance Level I | \$49,093 | \$56,457 | \$73,663 |
| Supervisor of Electrical Installations & Maintenance Level II | \$58,277 | \$67,019 | \$84,400 |
| Supervisor of Mechanical Installations | \$58,277 | \$67,019 | \$84,400 |
| Supervisor of Mechanical Installations & Maintenance Level I | \$49,093 | \$56,457 | \$73,663 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$58,277 | \$67,019 | \$84,400 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$60,501 | \$69,576 | \$87,973 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$64,207 | \$73,838 | \$94,103 |
| Surveyor Level I - A | \$49,093 | \$56,457 | Flat Rate |
| Surveyor Level I - B | \$53,684 | \$61,737 | \$72,225 |
| Surveyor Level II | \$58,277 | \$67,019 | \$84,400 |
| Surveyor Level III | \$64,207 | \$73,838 | \$94,103 |
| Tax Map Cartographer Level I-A | \$49,093 | \$56,457 | Flat Rate |
| Tax Map Cartographer Level I-B | \$53,684 | \$61,737 | \$72,225 |
| Tax Map Cartographer Level II | \$58,277 | \$67,019 | \$84,400 |
| Telometric Systems Specialist | \$61,981 | \$71,278 | \$90,873 |
| Traffic Control Inspector Level I | \$38,885 | \$44,718 | \$54,944 |
| Traffic Control Inspector Level II | \$42,944 | \$49,386 | \$60,970 |
| Traffic Control Inspector Level III | \$47,690 | \$54,843 | \$66,939 |
| Urban Archeologist | \$45,281 | \$52,073 | \$70,980 |
| Urban Designer ⁵ | \$58,277 | \$67,019 | \$84,400 |

| | | | |
|-----------------------------------|----------|----------|-----------|
| Urban Designer Trainee | \$42,428 | \$48,792 | Flat Rate |
| Urban Technician | \$33,483 | \$38,506 | \$51,368 |
| Waterfront Construction Inspector | \$40,193 | \$46,222 | \$56,442 |

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

| <u>TITLE</u> | <u>(1) Hiring Rate ¹</u> | | <u>(2) Incumbent Rate</u> | |
|--|-------------------------------------|------------|---------------------------|------------|
| | <u>(a)</u> | <u>(b)</u> | <u>(a)</u> | <u>(b)</u> |
| | Minimum | Maximum | Minimum | Maximum |
| Air Pollution Control Engineering Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |
| Architectural Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |
| Chemical Engineering Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |
| Civil Engineering Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |
| Construction Project Manager Intern | \$44,221 | | \$50,854 | \$53,551 |
| Electrical Engineering Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |
| Environmental Engineering Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |
| Landscape Architect Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |
| Mechanical Engineering Intern | \$44,221 | \$49,976 | \$50,854 | \$53,551 |

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum Incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable Intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

(ii) Unit B (Radio/TV)

| TITLE | (1) Minimum | | (2) Maximum |
|---|------------------------------|--------------------|-------------|
| | (a) Hiring Rate ¹ | (b) Incumbent Rate | |
| Associate Operations Communications Specialist Level I | \$41,020 | \$47,173 | \$52,734 |
| Associate Operations Communications Specialist Level II | \$45,856 | \$52,734 | \$58,293 |
| Director (TV) Level I | \$34,749 | \$39,961 | \$44,739 |
| Director (TV) Level II | \$42,502 | \$48,877 | \$61,136 |
| Film Editor | \$34,943 | \$40,184 | \$47,426 |
| Film Manager | \$50,426 | \$57,990 | \$69,240 |
| Operations Communications Specialist Level I | \$34,483 | \$39,655 | \$46,460 |
| Operations Communications Specialist Level II | \$40,400 | \$46,460 | \$53,268 |
| Program Announcer Level I | \$36,871 | \$42,402 | \$55,518 |
| Program Announcer Level II | \$41,240 | \$47,426 | \$60,973 |
| Program Producer Level I | \$35,905 | \$41,291 | \$49,468 |
| Program Producer Level II | \$50,426 | \$57,990 | \$69,240 |
| Program Producer Level III | \$58,127 | \$66,846 | \$80,484 |
| Radio & TV Operator Level I | \$30,240 | \$34,776 | \$44,431 |
| Radio & TV Operator Level II | \$36,871 | \$42,402 | \$55,518 |
| Radio & TV Operator Level III | \$41,240 | \$47,426 | \$60,973 |
| Supervisor of Radio & TV Operators Level I | \$50,426 | \$57,990 | \$69,240 |
| Supervisor of Radio & TV Operators Level II | \$58,127 | \$66,846 | \$80,484 |
| Supervisor of Radio Production | \$52,423 | \$60,287 | \$69,946 |
| Television Equipment Operator | \$34,943 | \$40,184 | \$47,426 |
| Television Lighting Technician | \$34,943 | \$40,184 | \$47,426 |

Note:

1. See Article III, Section 4 (New Hires).

d. Effective September 3, 2013

i. Unit A (Engineering/Scientific)

| <u>TITLE</u> | (1) Minimum | | (2) Maximum |
|--|------------------------------------|---------------------------|-------------|
| | <u>(a) Hiring Rate¹</u> | <u>(b) Incumbent Rate</u> | |
| Air Pollution Control Engineer Level I | \$58,860 | \$67,689 | \$85,244 |
| Air Pollution Control Engineer Level II | \$69,980 | \$80,477 | \$97,223 |
| Air Pollution Control Engineer Level III | \$78,283 | \$90,026 | \$106,128 |

| | | | | |
|---|---------------|--------------------------------|----------|-----------|
| Air Pollution Control Engineering Intern | | See Section 2(d)(i)-Schedule B | | |
| Air Pollution Control Engineering Trainee | | \$42,852 | \$49,280 | Flat Rate |
| Air Pollution Inspector Level I | Hiring Rate | \$30,362 | | Flat Rate |
| | After 1 year | \$31,875 | | Flat Rate |
| | After 2 years | \$33,467 | | \$38,487 |
| Air Pollution Inspector Level II | | \$40,595 | \$46,684 | \$57,006 |
| Architect (including specialties) Level I | | \$58,860 | \$67,689 | \$85,244 |
| Architect (including specialties) Level II | | \$69,980 | \$80,477 | \$97,223 |
| Architect (including specialties) Level III | | \$78,283 | \$90,026 | \$106,128 |
| Architectural Intern | | See Section 2(d)(i)-Schedule B | | |
| Architectural Specialist Level I | | \$69,980 | \$80,477 | \$97,223 |
| Architectural Specialist Level II | | \$78,283 | \$90,026 | \$106,128 |
| Asbestos Hazard Investigator | | \$47,266 | \$54,356 | \$70,925 |
| Assistant Air Pollution Control Engineer | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Architect ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Area Manager of School Maintenance | | \$64,849 | \$74,576 | \$95,044 |
| Assistant Chemical Engineer (DCAS Res 2012-5) ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Chemist (including specialties) | | \$45,975 | \$52,871 | \$67,325 |
| Assistant Civil Engineer ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Coordinator of Highway Transportation Studies | | \$64,849 | \$74,576 | \$95,044 |
| Assistant Director of Technical Services (Air Pollution Control) | | \$73,377 | \$84,384 | \$96,429 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | | \$73,377 | \$84,384 | \$96,429 |
| Assistant Electrical Engineer ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Engineer (Accounting) ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Engineering Technician (JOP) ⁵ | | \$32,905 | \$37,841 | \$42,826 |
| Assistant Environmental Engineer | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Geologist | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Health Facilities Planner | | \$51,829 | \$59,603 | \$77,666 |
| Assistant Highway Transportation Specialist | | \$42,852 | \$49,280 | \$63,042 |
| Assistant Landscape Architect ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Mechanical Engineer ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Physicist (including specialties) ⁴ | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Plan Examiner (Buildings) ² | | \$51,829 | \$59,603 | \$77,666 |
| Assistant Planner | | \$47,960 | \$55,154 | \$69,264 |
| Assistant Project Coordinator | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Project Development Coordinator ⁵ | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Project Manager | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Project Services Specialist ⁵ | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Scientist (Radiation Control) | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Signal Circuit Engineer ² | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Space Analyst | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Superintendent of Construction ⁵ | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Superintendent of Construction and Repairs | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Supervisor of Electrical Installations | | \$49,584 | \$57,022 | \$74,400 |

| | | | | |
|--|-----------------------|------------|--------------------------------|-----------|
| Assistant Supervisor of Mechanical Installations | | \$49,584 | \$57,022 | \$74,400 |
| Assistant Surveyor | | \$58,860 | \$67,689 | \$85,244 |
| Assistant Surveyor Trainee ³ | | \$49,584 | \$57,022 | \$60,652 |
| Assistant Urban Designer | | \$49,584 | \$57,022 | \$74,400 |
| Associate Air Pollution Inspector Level I | | \$45,346 | \$52,148 | \$63,852 |
| Associate Air Pollution Inspector Level II | | \$50,800 | \$58,420 | \$70,636 |
| Associate Air Pollution Inspector Level III | | \$56,263 | \$64,702 | \$77,437 |
| Associate Chemist Level I (DCAS Res 2012-5) | Trainee Rate | \$39,259 | \$45,148 | Flat Rate |
| | After 1 year in title | \$45,975 | \$52,871 | \$67,325 |
| Associate Chemist Level II ⁴ | | \$52,157 | \$59,980 | \$77,358 |
| Associate Chemist Level III ⁴ | | \$61,872 | \$71,153 | \$87,495 |
| Associate Chemist Level IV ⁴ | | \$67,870 | \$78,050 | \$103,078 |
| Associate City Planner Level I | | \$63,671 | \$73,222 | \$93,014 |
| Associate City Planner Level II | | \$67,870 | \$78,050 | \$103,078 |
| Associate Engineering Technician Level I | | \$42,570 | \$48,956 | \$62,717 |
| Associate Engineering Technician Level II | | \$48,708 | \$56,014 | \$67,882 |
| Associate Graphic Artist | | \$51,112 | \$58,779 | \$87,000 |
| Associate Housing Development Specialist | | \$64,849 | \$74,576 | \$95,044 |
| Associate Landmarks Preservationist | | \$58,499 | \$67,274 | \$81,907 |
| Associate Project Manager Level I | | \$58,860 | \$67,689 | \$85,244 |
| Associate Project Manager Level II | | \$64,849 | \$74,576 | \$95,044 |
| Associate Project Manager Level III | | \$78,283 | \$90,026 | \$106,128 |
| Associate Space Analyst | | \$58,860 | \$67,689 | \$85,244 |
| Associate Urban Designer Level I | | \$58,860 | \$67,689 | \$85,244 |
| Associate Urban Designer Level II | | \$64,849 | \$74,576 | \$95,044 |
| Associate Urban Designer Level III | | \$67,741 | \$77,902 | \$102,687 |
| Automotive Specialist | | \$58,860 | \$67,689 | \$85,244 |
| Cartographer (Civil Defense) | | \$40,453 | \$46,521 | \$59,262 |
| Chemical, Biological & Radiological Officer (C.D.) | | \$51,829 | \$59,603 | \$77,666 |
| Chemical Engineer Level I | | \$58,860 | \$67,689 | \$85,244 |
| Chemical Engineer Level II | | \$69,980 | \$80,477 | \$97,223 |
| Chemical Engineer Level III | | \$78,283 | \$90,026 | \$106,128 |
| Chemical Engineering Intern | | | See Section 2(d)(i)-Schedule B | |
| Chemist (including specialties) (DCAS Res 2012-5) ⁵ | | \$52,157 | \$59,980 | \$77,358 |
| Chemist Trainee | | \$39,259 | \$45,148 | Flat Rate |
| Chief Supervisor of Mechanical Installations | | \$64,849 | \$74,576 | \$95,044 |
| City Planner Level I | | \$47,960 | \$55,154 | \$69,264 |
| City Planner Level II | | \$56,647 | \$65,144 | \$83,389 |
| City Planner Level III | | \$63,671 | \$73,222 | \$93,014 |
| City Planner Level IV | | \$67,870 | \$78,050 | \$103,078 |
| City Planning Technician | | \$33,818 | \$38,891 | \$51,882 |
| City Research Scientist Level I | Hiring Rate | \$55,719 | Flat Rate | |
| | After 1 year | See Note 9 | \$61,291 | \$67,420 |
| City Research Scientist Level II | | \$65,591 | \$75,430 | \$82,320 |
| City Research Scientist Level III | | \$73,377 | \$84,384 | \$96,429 |

| | | | |
|---|--------------------------------|----------|-----------|
| City Research Scientist Level IV-A | \$81,904 | \$94,190 | \$106,233 |
| City Research Scientist Level IV-B | \$84,067 | \$96,677 | \$122,191 |
| Civil Engineer (including specialties) Level I | \$58,860 | \$67,689 | \$85,244 |
| Civil Engineer (including specialties) Level II | \$69,980 | \$80,477 | \$97,223 |
| Civil Engineer (including specialties) Level III | \$78,283 | \$90,026 | \$106,128 |
| Civil Engineering Drafter ⁵ | \$42,852 | \$49,280 | \$63,042 |
| Civil Engineering Intern | See Section 2(c)(i)-Schedule B | | |
| Civil Engineering Trainee ⁵ | \$42,852 | \$49,280 | Flat Rate |
| Community Planning Board Coordinator | \$39,110 | \$44,976 | \$54,261 |
| Computer Facilities Maintainer (FISA) | \$49,584 | \$57,022 | \$74,400 |
| Construction Management Assistant | \$41,652 | \$47,900 | \$61,667 |
| Construction Manager (including specialties) ⁵ | \$66,337 | \$76,287 | \$101,320 |
| Construction Project Manager Level I | \$49,584 | \$57,022 | \$74,400 |
| Construction Project Manager Level II | \$58,860 | \$67,689 | \$85,244 |
| Construction Project Manager Level III | \$62,601 | \$71,991 | \$106,128 |
| Construction Project Manager Intern | See Section 2(d)(i)-Schedule B | | |
| Criminalist Level I - A | | \$45,052 | Flat Rate |
| Criminalist Level I - B | | \$47,863 | \$56,778 |
| Criminalist Level II | | \$57,277 | \$78,811 |
| Criminalist Level III | | \$71,404 | \$94,060 |
| Criminalist Level IV | | \$82,389 | \$107,620 |
| Director of Intersectional Traffic Control | \$64,849 | \$74,576 | \$95,044 |
| Electrical Engineer (including specialties) Level I | \$58,860 | \$67,689 | \$85,244 |
| Electrical Engineer (including specialties) Level II | \$69,980 | \$80,477 | \$97,223 |
| Electrical Engineer (including specialties) Level III | \$78,283 | \$90,026 | \$106,128 |
| Electrical Engineering Drafter ⁵ | \$42,852 | \$49,280 | \$63,042 |
| Electrical Engineering Intern | See Section 2(d)(i)-Schedule B | | |
| Electrical Engineering Trainee ⁵ | \$42,852 | \$49,280 | Flat Rate |
| Engineer (Accounting) (CE & S) | \$58,860 | \$67,689 | \$85,244 |
| Engineer-Assessor (all specialties) | \$58,860 | \$67,689 | \$85,244 |
| Engineer-Assessor (Utility) | \$58,860 | \$67,689 | \$85,244 |
| Engineering Aide | \$42,852 | \$49,280 | \$63,042 |
| Engineering Specialist Level I | \$69,980 | \$80,477 | \$97,223 |
| Engineering Specialist Level II | \$78,283 | \$90,026 | \$106,128 |
| Engineering Technician (including specialties) Level I | \$33,818 | \$38,891 | \$43,876 |
| Engineering Technician (including specialties) Level II | \$36,583 | \$42,071 | \$51,882 |
| Engineering Technician (including specialties) Level III | \$42,570 | \$48,956 | \$62,717 |
| Engineering Technician (including specialties) Level IV | \$48,708 | \$56,014 | \$67,882 |
| Engineering Technician Aide (JOP) | \$30,338 | \$34,889 | Flat Rate |
| Engineering Technician Trainee ³ | \$29,626 | \$34,070 | \$35,772 |
| Engineering Work Study Trainee | \$25,806 | \$29,677 | \$38,221 |
| Environmental Control Technician ⁵ | \$36,583 | \$42,071 | \$51,882 |
| Environmental Engineer Level I | \$58,860 | \$67,689 | \$85,244 |
| Environmental Engineer Level II | \$69,980 | \$80,477 | \$97,223 |
| Environmental Engineer Level III | \$78,283 | \$90,026 | \$106,128 |

Sec Section 2(d)(i)-Schedule B

| | | | |
|---|---|----------|-----------|
| Environmental Engineering Intern | | | |
| Estimator (including specialties) | | \$49,584 | \$57,022 |
| Forensic Analyst (OCME) | | \$47,388 | \$54,496 |
| Forensic Scientist (OCME) | | \$68,026 | \$78,230 |
| Forester Level I | | \$37,718 | \$43,376 |
| Forester Level II | | \$44,943 | \$51,685 |
| General Superintendent of Construction (including specialties) ⁵ | | \$62,601 | \$71,991 |
| General Superintendent of Construction and Repairs | | \$62,601 | \$71,991 |
| General Superintendent of Building Maintenance (all fields) | | \$58,860 | \$67,689 |
| Geologist Level I (DCAS Res 2011-16) | Hiring Rate | \$42,852 | \$49,280 |
| | After 1 Year in Title Minimum ¹⁰ | \$49,584 | \$57,022 |
| Geologist Level II | | \$58,860 | \$67,689 |
| Geologist Trainee | | \$42,852 | \$49,280 |
| Graphic Artist Level I | | \$39,608 | \$45,549 |
| Graphic Artist Level II | | \$51,112 | \$58,779 |
| Health Facilities Planner | | \$66,337 | \$76,287 |
| Highway Transportation Specialist Level I | | \$49,584 | \$57,022 |
| Highway Transportation Specialist Level II | | \$58,860 | \$67,689 |
| Highway Transportation Specialist Level III | | \$64,849 | \$74,576 |
| Housing Development Specialist Level I | | \$49,584 | \$57,022 |
| Housing Development Specialist Level II | | \$58,860 | \$67,689 |
| Housing Development Specialist Trainee Level I | | \$38,551 | \$44,334 |
| Housing Development Specialist Trainee Level II | | \$42,010 | \$48,311 |
| Illustrator ⁵ | | \$37,163 | \$42,738 |
| Industrial Hygienist Level I | | \$41,169 | \$47,344 |
| Industrial Hygienist Level II | | \$48,683 | \$55,985 |
| Instrument Maker (Radiology) | | \$49,584 | \$57,022 |
| Instrumentation Specialist Level I ⁶ | See Note 6 | \$46,599 | Flat Rate |
| Instrumentation Specialist Level II ⁶ | See Note 6 | \$56,463 | Flat Rate |
| Instrumentation Specialist Level III ⁶ | See Note 6 | \$64,957 | Flat Rate |
| Instrumentation Specialist Level I ⁷ | See Note 7 | \$48,306 | Flat Rate |
| Instrumentation Specialist Level II ⁷ | See Note 7 | \$58,752 | Flat Rate |
| Instrumentation Specialist Level III ⁷ | See Note 7 | \$66,585 | Flat Rate |
| Instrumentation Specialist Trainee (Entry Level) ⁸ | See Note 8 | \$32,479 | Flat Rate |
| Instrumentation Specialist Trainee (After one year) ⁸ | See Note 8 | \$33,892 | Flat Rate |
| Instrumentation Specialist Trainee (After two years) ⁸ | See Note 8 | \$42,362 | Flat Rate |
| Junior Architect ⁵ | | \$42,852 | \$49,280 |
| Junior Chemist ⁵ | | \$39,259 | \$45,148 |
| Junior Civil Engineer ⁵ | | \$42,852 | \$49,280 |
| Junior Drafter ⁵ | | \$42,852 | \$49,280 |
| Junior Electrical Engineer ⁵ | | \$42,852 | \$49,280 |
| Junior Health Facilities Planner | | \$42,852 | \$49,280 |
| Junior Mechanical Engineer ⁵ | | \$42,852 | \$49,280 |
| Landmarks Preservationist Level I | | \$48,570 | \$55,855 |

| | | | |
|---|--------------------------------|----------|-----------|
| Landmarks Preservationist Level II | \$53,816 | \$61,888 | \$79,958 |
| Landmarks Preservation Specialist | \$48,570 | \$55,855 | \$69,966 |
| Landscape Architect Level I | \$58,860 | \$67,689 | \$85,244 |
| Landscape Architect Level II | \$69,980 | \$80,477 | \$97,223 |
| Landscape Architect Level III | \$78,283 | \$90,026 | \$106,128 |
| Landscape Architect Intern | See Section 2(d)(i)-Schedule B | | |
| Marine Electronics Technician | \$75,247 | \$86,534 | \$111,258 |
| Mechanical Engineer (including specialties) Level I | \$58,860 | \$67,689 | \$85,244 |
| Mechanical Engineer (including specialties) Level II | \$69,980 | \$80,477 | \$97,223 |
| Mechanical Engineer (including specialties) Level III | \$78,283 | \$90,026 | \$106,128 |
| Mechanical Engineering Drafter ⁵ | \$42,852 | \$49,280 | \$63,042 |
| Mechanical Engineering Intern | See Section 2(d)(i)-Schedule B | | |
| Medical Equipment Repair Technician | \$33,821 | \$38,894 | \$50,824 |
| Medical Equipment Specialist | \$45,094 | \$51,858 | \$66,315 |
| Painting Inspector | \$40,595 | \$46,684 | \$57,006 |
| Physicist Level I ⁴ (DCAS Res 2012-6) | \$49,584 | \$57,022 | \$74,400 |
| Physicist Level II ⁴ | \$58,860 | \$67,689 | \$85,244 |
| Physicist Level III ⁴ | \$64,849 | \$74,576 | \$95,044 |
| Physicist (Electronics, Isotopes, Radiation) | \$58,860 | \$67,689 | \$85,244 |
| Physicist Trainee | \$42,852 | \$49,280 | Flat Rate |
| Plan Examiner (Buildings) | \$61,106 | \$70,272 | \$88,853 |
| Planner | \$56,647 | \$65,144 | \$83,389 |
| Planner Trainee ⁵ | \$42,852 | \$49,280 | Flat Rate |
| Principal Air Pollution Control Engineer ⁵ | \$81,904 | \$94,190 | \$106,233 |
| Principal Air Pollution Inspector | \$56,263 | \$64,702 | \$77,437 |
| Principal Chemical Engineer ⁵ | \$81,904 | \$94,190 | \$106,233 |
| Principal Chemist (including specialties) ⁵ | \$67,870 | \$78,050 | \$103,078 |
| Principal Civil Engineer (including specialties) ⁵ | \$81,904 | \$94,190 | \$106,233 |
| Principal Electrical Engineer ⁵ | \$81,904 | \$94,190 | \$106,233 |
| Principal Engineer | \$81,904 | \$94,190 | \$106,233 |
| Principal Illustrator ⁵ | \$49,584 | \$57,022 | \$74,400 |
| Principal Mechanical Engineer ⁵ | \$81,904 | \$94,190 | \$106,233 |
| Principal Physicist | \$66,337 | \$76,287 | \$101,320 |
| Principal Planner | \$67,870 | \$78,050 | \$103,078 |
| Principal Research Scientist (Biological Sciences) | \$81,904 | \$94,190 | \$106,233 |
| Principal Urban Designer | \$71,227 | \$81,911 | \$118,501 |
| Project Coordinator | \$58,860 | \$67,689 | \$85,244 |
| Project Development Coordinator ⁵ | \$58,860 | \$67,689 | \$85,244 |
| Project Development Coordinator Trainee ⁵ | \$42,852 | \$49,280 | Flat Rate |
| Project Manager (Other than HHC) | \$49,584 | \$57,022 | \$74,400 |
| Project Manager (HHC only) Level I | \$49,584 | \$57,022 | \$74,400 |
| Project Manager (HHC only) Level II | \$57,724 | \$66,383 | \$101,117 |
| Project Manager Intern | \$44,770 | \$51,485 | Flat Rate |
| Project Services Specialist | \$58,860 | \$67,689 | \$85,244 |
| Radio Repair Technician | \$36,553 | \$42,036 | \$47,361 |

| | | | |
|---|----------|----------|-----------|
| Research Scientist Level I | \$65,591 | \$75,430 | \$82,320 |
| Research Scientist Level II | \$73,377 | \$84,384 | \$96,429 |
| Research Scientist Level III | \$81,904 | \$94,190 | \$106,233 |
| Safety Officer | \$38,363 | \$44,118 | \$54,438 |
| Safety Specialist | \$39,151 | \$45,024 | \$55,256 |
| Scientist (Radiation Control) Level I | \$49,584 | \$57,022 | \$74,400 |
| Scientist (Radiation Control) Level II | \$58,860 | \$67,689 | \$85,244 |
| Scientist (Radiation Control) Level III | \$64,849 | \$74,576 | \$95,044 |
| Scientist (Water Ecology) Level I | \$39,473 | \$45,394 | \$59,729 |
| Scientist (Water Ecology) Level II | \$45,983 | \$52,880 | \$67,339 |
| Scientist (Water Ecology) Level III | \$57,228 | \$65,812 | \$81,644 |
| Scientist (Water Ecology) Trainee | \$34,064 | \$39,174 | Flat Rate |
| Senior Air Pollution Control Engineer ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Air Pollution Inspector | \$45,346 | \$52,148 | \$63,852 |
| Senior Architect (including specialties) ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Automotive Specialist | \$64,849 | \$74,576 | \$95,044 |
| Senior Chemical Engineer ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Chemist (including specialties) | \$61,872 | \$71,153 | \$87,495 |
| Senior Civil Engineer (including specialties) ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Electrical Engineer (including specialties) ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Engineer (Accounting) | \$64,849 | \$74,576 | \$95,044 |
| Senior Engineer (Safety) ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Engineer (Cranes) ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Engineer-Assessor ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Engineering Technician (including specialties, JOP) ⁵ | \$42,570 | \$48,956 | \$62,717 |
| Senior Environmental Control Technician | \$42,570 | \$48,956 | \$62,717 |
| Senior Estimator (including specialties) | \$58,860 | \$67,689 | \$85,244 |
| Senior Geologist | \$64,849 | \$74,576 | \$95,044 |
| Senior Health Facilities Planner | \$73,715 | \$84,772 | \$109,908 |
| Senior Highway Transportation Specialist | \$58,860 | \$67,689 | \$85,244 |
| Senior Hull & Machinery Inspector | \$45,346 | \$52,148 | \$63,852 |
| Senior Illustrator | \$40,453 | \$46,521 | \$59,262 |
| Senior Industrial Engineer | \$64,849 | \$74,576 | \$95,044 |
| Senior Landscape Architect ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Mechanical Engineer (including specialties) | \$64,849 | \$74,576 | \$95,044 |
| Senior Meteorologist | \$45,094 | \$51,858 | \$66,315 |
| Senior Painting Inspector | \$45,346 | \$52,148 | \$63,852 |
| Senior Physicist (including specialties) ⁴ | \$64,849 | \$74,576 | \$95,044 |
| Senior Plan Examiner (Buildings) | \$66,337 | \$76,287 | \$101,320 |
| Senior Planner ⁵ | \$63,671 | \$73,222 | \$93,014 |
| Senior Project Coordinator | \$64,849 | \$74,576 | \$95,044 |
| Senior Project Development Coordinator ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Project Services Specialist ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Scientist (Radiation Control) | \$64,849 | \$74,576 | \$95,044 |
| Senior Supervisor of Mechanical Installations | \$61,106 | \$70,272 | \$88,853 |

| | | | |
|--|----------|----------|-----------|
| Senior Traffic Control Inspector | \$43,374 | \$49,880 | \$61,580 |
| Senior Urban Designer ⁵ | \$64,849 | \$74,576 | \$95,044 |
| Senior Waterfront Construction Inspector | \$45,346 | \$52,148 | \$63,852 |
| Space Analyst Level I | \$49,584 | \$57,022 | \$74,400 |
| Space Analyst Level II | \$58,860 | \$67,689 | \$85,244 |
| Superintendent of Construction ⁵ | \$58,860 | \$67,689 | \$85,244 |
| Superintendent of Construction and Repairs | \$58,860 | \$67,689 | \$85,244 |
| Supervising Air Pollution Inspector | \$50,800 | \$58,420 | \$70,636 |
| Supervising Environmental Control Technician | \$48,708 | \$56,014 | \$67,882 |
| Supervising Hull & Machinery Inspector | \$49,888 | \$57,371 | \$69,588 |
| Supervising Traffic Control Inspector | \$48,166 | \$55,391 | \$67,608 |
| Supervisor of Building Maintenance (All Fields) | \$49,584 | \$57,022 | \$74,400 |
| Supervisor of Diesel Engine Maintenance | \$57,217 | \$65,800 | \$81,628 |
| Supervisor of Electrical Installations | \$58,860 | \$67,689 | \$85,244 |
| Supervisor of Electrical Installations & Maintenance Level I | \$49,584 | \$57,022 | \$74,400 |
| Supervisor of Electrical Installations & Maintenance Level II | \$58,860 | \$67,689 | \$85,244 |
| Supervisor of Mechanical Installations | \$58,860 | \$67,689 | \$85,244 |
| Supervisor of Mechanical Installations & Maintenance Level I | \$49,584 | \$57,022 | \$74,400 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$58,860 | \$67,689 | \$85,244 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$61,106 | \$70,272 | \$88,853 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$64,849 | \$74,576 | \$95,044 |
| Surveyor Level I - A | \$49,584 | \$57,022 | Flat Rate |
| Surveyor Level I - B | \$54,221 | \$62,354 | \$72,947 |
| Surveyor Level II | \$58,860 | \$67,689 | \$85,244 |
| Surveyor Level III | \$64,849 | \$74,576 | \$95,044 |
| Tax Map Cartographer Level I-A | \$49,584 | \$57,022 | Flat Rate |
| Tax Map Cartographer Level I-B | \$54,221 | \$62,354 | \$72,947 |
| Tax Map Cartographer Level II | \$58,860 | \$67,689 | \$85,244 |
| Telemetric Systems Specialist | \$62,601 | \$71,991 | \$91,782 |
| Traffic Control Inspector Level I | \$39,274 | \$45,165 | \$55,493 |
| Traffic Control Inspector Level II | \$43,374 | \$49,880 | \$61,580 |
| Traffic Control Inspector Level III | \$48,166 | \$55,391 | \$67,608 |
| Urban Archeologist | \$45,734 | \$52,594 | \$71,690 |
| Urban Designer ⁵ | \$58,860 | \$67,689 | \$85,244 |
| Urban Designer Trainee | \$42,852 | \$49,280 | Flat Rate |
| Urban Technician | \$33,818 | \$38,891 | \$51,882 |
| Waterfront Construction Inspector | \$40,595 | \$46,684 | \$57,006 |

1. See Article III, Section 4 (New Hires)

2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate 1 plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.

3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.

4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.

5. For present incumbents only

6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.

7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.

8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

| <u>TITLE</u> | (1) Hiring Rate ¹ | | (2) Incumbent Rate | |
|--|-------------------------------------|------------------------|---------------------------|------------------------|
| | (a) Minimum | (b) Maximum | (a) Minimum | (b) Maximum |
| Air Pollution Control Engineering Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |
| Architectural Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |
| Chemical Engineering Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |
| Civil Engineering Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |
| Construction Project Manager Intern | \$44,663 | | \$51,363 | \$54,087 |
| Electrical Engineering Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |
| Environmental Engineering Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |
| Landscape Architect Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |
| Mechanical Engineering Intern | \$44,663 | \$50,476 | \$51,363 | \$54,087 |

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

(ii) Unit B (Radio/TV)

| TITLE | (1) Minimum | | (2) Maximum |
|---|------------------------------------|---------------------------|--------------------|
| | (a) Hiring Rate¹ | (b) Incumbent Rate | |
| Associate Operations Communications Specialist Level I | \$41,430 | \$47,645 | \$53,261 |
| Associate Operations Communications Specialist Level II | \$46,314 | \$53,261 | \$58,876 |
| Director (TV) Level I | \$35,097 | \$40,361 | \$45,186 |
| Director (TV) Level II | \$42,927 | \$49,366 | \$61,747 |
| Film Editor | \$35,292 | \$40,586 | \$47,900 |
| Film Manager | \$50,930 | \$58,570 | \$69,932 |
| Operations Communications Specialist Level I | \$34,828 | \$40,052 | \$46,925 |
| Operations Communications Specialist Level II | \$40,804 | \$46,925 | \$53,801 |
| Program Announcer Level I | \$37,240 | \$42,826 | \$56,073 |
| Program Announcer Level II | \$41,652 | \$47,900 | \$61,583 |

| | | | |
|---|----------|----------|----------|
| Program Producer Level I | \$36,264 | \$41,704 | \$49,963 |
| Program Producer Level II | \$50,930 | \$58,570 | \$69,932 |
| Program Producer Level III | \$58,708 | \$67,514 | \$81,289 |
| Radio & TV Operator Level I | \$30,543 | \$35,124 | \$44,875 |
| Radio & TV Operator Level II | \$37,240 | \$42,826 | \$56,073 |
| Radio & TV Operator Level III | \$41,652 | \$47,900 | \$61,583 |
| Supervisor of Radio & TV Operators Level I | \$50,930 | \$58,570 | \$69,932 |
| Supervisor of Radio & TV Operators Level II | \$58,708 | \$67,514 | \$81,289 |
| Supervisor of Radio Production | \$52,948 | \$60,890 | \$70,645 |
| Television Equipment Operator | \$35,292 | \$40,586 | \$47,900 |
| Television Lighting Technician | \$35,292 | \$40,586 | \$47,900 |

Note:

1. See Article III, Section 4 (New Hires).

e. Effective September 3, 2014

i. Unit A (Engineering/Scientific)

| <u>TITLE</u> | | (1) Minimum | (2) Maximum |
|--|---------------|------------------------------------|---------------------------|
| | | <u>(a) Hiring Rate¹</u> | <u>(b) Incumbent Rate</u> |
| Air Pollution Control Engineer Level I | | \$59,743 | \$86,523 |
| Air Pollution Control Engineer Level II | | \$71,030 | \$98,681 |
| Air Pollution Control Engineer Level III | | \$79,457 | \$107,720 |
| Air Pollution Control Engineering Intern | | See Section 2(e)(i)-Schedule B | |
| Air Pollution Control Engineering Trainee | | \$43,495 | Flat Rate |
| Air Pollution Inspector Level I | Hiring Rate | \$30,817 | Flat Rate |
| | After 1 year | \$32,353 | Flat Rate |
| | After 2 years | \$33,969 | \$39,064 |
| Air Pollution Inspector Level II | | \$41,203 | \$57,861 |
| Architect (including specialties) Level I | | \$59,743 | \$86,523 |
| Architect (including specialties) Level II | | \$71,030 | \$98,681 |
| Architect (including specialties) Level III | | \$79,457 | \$107,720 |
| Architectural Intern | | See Section 2(e)(i)-Schedule B | |
| Architectural Specialist Level I | | \$71,030 | \$98,681 |
| Architectural Specialist Level II | | \$79,457 | \$107,720 |
| Asbestos Hazard Investigator | | \$47,975 | \$71,989 |
| Assistant Air Pollution Control Engineer | | \$50,328 | \$75,516 |
| Assistant Architect ² | | \$50,328 | \$75,516 |
| Assistant Area Manager of School Maintenance | | \$65,822 | \$96,470 |
| Assistant Chemical Engineer (DCAS Res 2012-5) ² | | \$50,328 | \$75,516 |

| | | | |
|---|-----------------------------------|----------|-----------|
| Assistant Chemist (including specialties) | \$46,664 | \$53,664 | \$68,335 |
| Assistant Civil Engineer ² | \$50,328 | \$57,877 | \$75,516 |
| Assistant Coordinator of Highway Transportation Studies | \$65,822 | \$75,695 | \$96,470 |
| Assistant Director of Technical Services (Air Pollution Control) | \$74,478 | \$85,650 | \$97,875 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | \$74,478 | \$85,650 | \$97,875 |
| Assistant Electrical Engineer ² | \$50,328 | \$57,877 | \$75,516 |
| Assistant Engineer (Accounting) ² | \$50,328 | \$57,877 | \$75,516 |
| Assistant Engineering Technician (JOP) ⁵ | \$33,399 | \$38,409 | \$43,468 |
| Assistant Environmental Engineer | \$50,328 | \$57,877 | \$75,516 |
| Assistant Geologist | \$50,328 | \$57,877 | \$75,516 |
| Assistant Health Facilities Planner | \$52,606 | \$60,497 | \$78,831 |
| Assistant Highway Transportation Specialist | \$43,495 | \$50,019 | \$63,988 |
| Assistant Landscape Architect ² | \$50,328 | \$57,877 | \$75,516 |
| Assistant Mechanical Engineer ² | \$50,328 | \$57,877 | \$75,516 |
| Assistant Physicist (including specialties) ⁴ | \$50,328 | \$57,877 | \$75,516 |
| Assistant Plan Examiner (Buildings) ² | \$52,606 | \$60,497 | \$78,831 |
| Assistant Planner | \$48,679 | \$55,981 | \$70,303 |
| Assistant Project Coordinator | \$50,328 | \$57,877 | \$75,516 |
| Assistant Project Development Coordinator ⁵ | \$50,328 | \$57,877 | \$75,516 |
| Assistant Project Manager | \$50,328 | \$57,877 | \$75,516 |
| Assistant Project Services Specialist ⁵ | \$50,328 | \$57,877 | \$75,516 |
| Assistant Scientist (Radiation Control) | \$50,328 | \$57,877 | \$75,516 |
| Assistant Signal Circuit Engineer ² | \$50,328 | \$57,877 | \$75,516 |
| Assistant Space Analyst | \$50,328 | \$57,877 | \$75,516 |
| Assistant Superintendent of Construction ⁵ | \$50,328 | \$57,877 | \$75,516 |
| Assistant Superintendent of Construction and Repairs | \$50,328 | \$57,877 | \$75,516 |
| Assistant Supervisor of Electrical Installations | \$50,328 | \$57,877 | \$75,516 |
| Assistant Supervisor of Mechanical Installations | \$50,328 | \$57,877 | \$75,516 |
| Assistant Surveyor | \$59,743 | \$68,704 | \$86,523 |
| Assistant Surveyor Trainee ³ | \$50,328 | \$57,877 | \$61,562 |
| Assistant Urban Designer | \$50,328 | \$57,877 | \$75,516 |
| Associate Air Pollution Inspector Level I | \$46,026 | \$52,930 | \$64,810 |
| Associate Air Pollution Inspector Level II | \$51,562 | \$59,296 | \$71,696 |
| Associate Air Pollution Inspector Level III | \$57,107 | \$65,673 | \$78,599 |
| Associate Chemist Level I (DCAS Res 2012-5) | Trainee Rate \$39,848 | \$45,825 | Flat Rate |
| | After 1 year in title \$46,664 | \$53,664 | \$68,335 |
| Associate Chemist Level II ⁴ | \$52,939 | \$60,880 | \$78,518 |
| Associate Chemist Level III ⁴ | \$62,800 | \$72,220 | \$88,807 |
| Associate Chemist Level IV ⁴ | \$68,888 | \$79,221 | \$104,624 |
| Associate City Planner Level I | \$64,626 | \$74,320 | \$94,409 |
| Associate City Planner Level II | \$68,888 | \$79,221 | \$104,624 |
| Associate Engineering Technician Level I | \$43,209 | \$49,690 | \$63,658 |
| Associate Engineering Technician Level II | \$49,438 | \$56,854 | \$68,900 |
| Associate Graphic Artist | \$51,879 | \$59,661 | \$88,305 |

| | | | | |
|--|--------------|------------|--------------------------------|-----------|
| Associate Housing Development Specialist | | \$65,822 | \$75,695 | \$96,470 |
| Associate Landmarks Preservationist | | \$59,377 | \$68,283 | \$83,136 |
| Associate Project Manager Level I | | \$59,743 | \$68,704 | \$86,523 |
| Associate Project Manager Level II | | \$65,822 | \$75,695 | \$96,470 |
| Associate Project Manager Level III | | \$79,457 | \$91,376 | \$107,720 |
| Associate Space Analyst | | \$59,743 | \$68,704 | \$86,523 |
| Associate Urban Designer Level I | | \$59,743 | \$68,704 | \$86,523 |
| Associate Urban Designer Level II | | \$65,822 | \$75,695 | \$96,470 |
| Associate Urban Designer Level III | | \$68,757 | \$79,071 | \$104,227 |
| Automotive Specialist | | \$59,743 | \$68,704 | \$86,523 |
| Cartographer (Civil Defense) | | \$41,060 | \$47,219 | \$60,151 |
| Chemical, Biological & Radiological Officer (C.D.) | | \$52,606 | \$60,497 | \$78,831 |
| Chemical Engineer Level I | | \$59,743 | \$68,704 | \$86,523 |
| Chemical Engineer Level II | | \$71,030 | \$81,684 | \$98,681 |
| Chemical Engineer Level III | | \$79,457 | \$91,376 | \$107,720 |
| Chemical Engineering Intern | | | See Section 2(e)(i)-Schedule B | |
| Chemist (including specialties) (DCAS Res 2012-5) ⁵ | | \$52,939 | \$60,880 | \$78,518 |
| Chemist Trainee | | \$39,848 | \$45,825 | Flat Rate |
| Chief Supervisor of Mechanical Installations | | \$65,822 | \$75,695 | \$96,470 |
| City Planner Level I | | \$48,679 | \$55,981 | \$70,303 |
| City Planner Level II | | \$57,497 | \$66,121 | \$84,640 |
| City Planner Level III | | \$64,626 | \$74,320 | \$94,409 |
| City Planner Level IV | | \$68,888 | \$79,221 | \$104,624 |
| City Planning Technician | | \$34,325 | \$39,474 | \$52,660 |
| City Research Scientist Level I | Hiring Rate | \$56,555 | Flat Rate | |
| | After 1 year | See Note 9 | \$62,210 | \$68,431 |
| City Research Scientist Level II | | \$66,575 | \$76,561 | \$83,555 |
| City Research Scientist Level III | | \$74,478 | \$85,650 | \$97,875 |
| City Research Scientist Level IV-A | | \$83,133 | \$95,603 | \$107,826 |
| City Research Scientist Level IV-B | | \$85,328 | \$98,127 | \$124,024 |
| Civil Engineer (including specialties) Level I | | \$59,743 | \$68,704 | \$86,523 |
| Civil Engineer (including specialties) Level II | | \$71,030 | \$81,684 | \$98,681 |
| Civil Engineer (including specialties) Level III | | \$79,457 | \$91,376 | \$107,720 |
| Civil Engineering Drafter ⁵ | | \$43,495 | \$50,019 | \$63,988 |
| Civil Engineering Intern | | | See Section 2(e)(i)-Schedule B | |
| Civil Engineering Trainee ⁵ | | \$43,495 | \$50,019 | Flat Rate |
| Community Planning Board Coordinator | | \$39,697 | \$45,651 | \$55,075 |
| Computer Facilities Maintainer (FISA) | | \$50,328 | \$57,877 | \$75,516 |
| Construction Management Assistant | | \$42,277 | \$48,619 | \$62,592 |
| Construction Manager (including specialties) ⁵ | | \$67,331 | \$77,431 | \$102,840 |
| Construction Project Manager Level I | | \$50,328 | \$57,877 | \$75,516 |
| Construction Project Manager Level II | | \$59,743 | \$68,704 | \$86,523 |
| Construction Project Manager Level III | | \$63,540 | \$73,071 | \$107,720 |
| Construction Project Manager Intern | | | See Section 2(e)(i)-Schedule B | |
| Criminalist Level I - A | | | \$45,728 | Flat Rate |

| | | | |
|---|---|--------------------------------|-----------|
| Criminalist Level I - B | | \$48,581 | \$57,630 |
| Criminalist Level II | | \$58,136 | \$79,993 |
| Criminalist Level III | | \$72,475 | \$95,471 |
| Criminalist Level IV | | \$83,625 | \$109,234 |
| Director of Intersctional Traffic Control | \$65,822 | \$75,695 | \$96,470 |
| Electrical Engineer (including specialties) Level I | \$59,743 | \$68,704 | \$86,523 |
| Electrical Engineer (including specialties) Level II | \$71,030 | \$81,684 | \$98,681 |
| Electrical Engineer (including specialties) Level III | \$79,457 | \$91,376 | \$107,720 |
| Electrical Engineering Drafter ⁵ | \$43,495 | \$50,019 | \$63,988 |
| Electrical Engineering Intern | | See Section 2(e)(i)-Schedule B | |
| Electrical Engineering Trainee ⁵ | \$43,495 | \$50,019 | Flat Rate |
| Engineer (Accounting) (CE & S) | \$59,743 | \$68,704 | \$86,523 |
| Engineer-Assessor (all specialties) | \$59,743 | \$68,704 | \$86,523 |
| Engineer-Assessor (Utility) | \$59,743 | \$68,704 | \$86,523 |
| Engineering Aide | \$43,495 | \$50,019 | \$63,988 |
| Engineering Specialist Level I | \$71,030 | \$81,684 | \$98,681 |
| Engineering Specialist Level II | \$79,457 | \$91,376 | \$107,720 |
| Engineering Technician (including specialties) Level I | \$34,325 | \$39,474 | \$44,534 |
| Engineering Technician (including specialties) Level II | \$37,132 | \$42,702 | \$52,660 |
| Engineering Technician (including specialties) Level III | \$43,209 | \$49,690 | \$63,658 |
| Engineering Technician (including specialties) Level IV | \$49,438 | \$56,854 | \$68,900 |
| Engineering Technician Aide (JOP) | \$30,793 | \$35,412 | Flat Rate |
| Engineering Technician Trainee ³ | \$30,070 | \$34,581 | \$36,309 |
| Engineering Work Study Trainee | \$26,193 | \$30,122 | \$38,794 |
| Environmental Control Technician ⁵ | \$37,132 | \$42,702 | \$52,660 |
| Environmental Engineer Level I | \$59,743 | \$68,704 | \$86,523 |
| Environmental Engineer Level II | \$71,030 | \$81,684 | \$98,681 |
| Environmental Engineer Level III | \$79,457 | \$91,376 | \$107,720 |
| Environmental Engineering Intern | | See Section 2(e)(i)-Schedule B | |
| Estimator (including specialties) | \$50,328 | \$57,877 | \$75,516 |
| Forensic Analyst (OCME) | \$48,098 | \$55,313 | \$78,511 |
| Forensic Scientist (OCME) | \$69,046 | \$79,403 | \$98,137 |
| Forester Level I | \$38,284 | \$44,027 | \$54,331 |
| Forester Level II | \$45,617 | \$52,460 | \$64,636 |
| General Superintendent of Construction (including specialties) ⁵ | \$63,540 | \$73,071 | \$93,159 |
| General Superintendent of Construction and Repairs | \$63,540 | \$73,071 | \$93,159 |
| General Superintendent of Building Maintenance (all fields) | \$59,743 | \$68,704 | \$86,523 |
| Geologist Level I (DCAS Res 2011-16) | | | |
| | Hiring Rate | \$43,495 | \$50,019 |
| | After 1 Year in Title Minimum ¹⁰ | \$50,328 | \$57,877 |
| Geologist Level II | \$59,743 | \$68,704 | \$86,523 |
| Geologist Trainee | \$43,495 | \$50,019 | Flat Rate |
| Graphic Artist Level I | \$40,202 | \$46,232 | \$62,997 |
| Graphic Artist Level II | \$51,879 | \$59,661 | \$88,305 |
| Health Facilities Planner | \$67,331 | \$77,431 | \$102,840 |

| | | | |
|---|--------------------------------|----------|-----------|
| Highway Transportation Specialist Level I | \$50,328 | \$57,877 | \$75,516 |
| Highway Transportation Specialist Level II | \$59,743 | \$68,704 | \$86,523 |
| Highway Transportation Specialist Level III | \$65,822 | \$75,695 | \$96,470 |
| Housing Development Specialist Level I | \$50,328 | \$57,877 | \$77,028 |
| Housing Development Specialist Level II | \$59,743 | \$68,704 | \$88,252 |
| Housing Development Specialist Trainee Level I | \$39,130 | \$44,999 | Flat Rate |
| Housing Development Specialist Trainee Level II | \$42,640 | \$49,036 | Flat Rate |
| Illustrator ⁵ | \$37,721 | \$43,379 | \$50,280 |
| Industrial Hygienist Level I | \$41,786 | \$48,054 | \$59,097 |
| Industrial Hygienist Level II | \$49,413 | \$56,825 | \$66,411 |
| Instrument Maker (Radiology) | \$50,328 | \$57,877 | \$75,516 |
| Instrumentation Specialist Level I ⁶ | See Note 6 | \$47,298 | Flat Rate |
| Instrumentation Specialist Level II ⁶ | See Note 6 | \$57,310 | Flat Rate |
| Instrumentation Specialist Level III ⁶ | See Note 6 | \$65,931 | Flat Rate |
| Instrumentation Specialist Level I ⁷ | See Note 7 | \$49,031 | Flat Rate |
| Instrumentation Specialist Level II ⁷ | See Note 7 | \$59,633 | Flat Rate |
| Instrumentation Specialist Level III ⁷ | See Note 7 | \$67,584 | Flat Rate |
| Instrumentation Specialist Trainee (Entry Level) ⁸ | See Note 8 | \$32,966 | Flat Rate |
| Instrumentation Specialist Trainee (After one year) ⁸ | See Note 8 | \$34,400 | Flat Rate |
| Instrumentation Specialist Trainee (After two years) ⁸ | See Note 8 | \$42,997 | Flat Rate |
| Junior Architect ⁵ | \$43,495 | \$50,019 | \$63,988 |
| Junior Chemist ⁵ | \$39,848 | \$45,825 | \$54,526 |
| Junior Civil Engineer ⁵ | \$43,495 | \$50,019 | \$63,988 |
| Junior Drafter ⁵ | \$43,495 | \$50,019 | \$63,988 |
| Junior Electrical Engineer ⁵ | \$43,495 | \$50,019 | \$63,988 |
| Junior Health Facilities Planner | \$43,495 | \$50,019 | \$63,988 |
| Junior Mechanical Engineer ⁵ | \$43,495 | \$50,019 | \$63,988 |
| Landmarks Preservationist Level I | \$49,298 | \$56,693 | \$71,015 |
| Landmarks Preservationist Level II | \$54,623 | \$62,816 | \$81,157 |
| Landmarks Preservation Specialist | \$49,298 | \$56,693 | \$71,015 |
| Landscape Architect Level I | \$59,743 | \$68,704 | \$86,523 |
| Landscape Architect Level II | \$71,030 | \$81,684 | \$98,681 |
| Landscape Architect Level III | \$79,457 | \$91,376 | \$107,720 |
| Landscape Architect Intern | See Section 2(e)(i)-Schedule B | | |
| Marine Electronics Technician | \$76,376 | \$87,832 | \$112,927 |
| Mechanical Engineer (including specialties) Level I | \$59,743 | \$68,704 | \$86,523 |
| Mechanical Engineer (including specialties) Level II | \$71,030 | \$81,684 | \$98,681 |
| Mechanical Engineer (including specialties) Level III | \$79,457 | \$91,376 | \$107,720 |
| Mechanical Engineering Drafter ⁵ | \$43,495 | \$50,019 | \$63,988 |
| Mechanical Engineering Intern | See Section 2(e)(i)-Schedule B | | |
| Medical Equipment Repair Technician | \$34,328 | \$39,477 | \$51,586 |
| Medical Equipment Specialist | \$45,770 | \$52,636 | \$67,310 |
| Painting Inspector | \$41,203 | \$47,384 | \$57,861 |
| Physicist Level I ⁴ (DCAS Res 2012-6) | \$50,328 | \$57,877 | \$75,516 |
| Physicist Level II ⁴ | \$59,743 | \$68,704 | \$86,523 |

| | | | |
|---|----------|----------|-----------|
| Physicist Level III ⁴ | \$65,822 | \$75,695 | \$96,470 |
| Physicist (Electronics, Isotopes, Radiation) | \$59,743 | \$68,704 | \$86,523 |
| Physicist Trainee | \$43,495 | \$50,019 | Flat Rate |
| Plan Examiner (Buildings) | \$62,023 | \$71,326 | \$90,186 |
| Planner | \$57,497 | \$66,121 | \$84,640 |
| Planner Trainee ⁵ | \$43,495 | \$50,019 | Flat Rate |
| Principal Air Pollution Control Engineer ⁵ | \$83,133 | \$95,603 | \$107,826 |
| Principal Air Pollution Inspector | \$57,107 | \$65,673 | \$78,599 |
| Principal Chemical Engineer ⁵ | \$83,133 | \$95,603 | \$107,826 |
| Principal Chemist (including specialties) ⁵ | \$68,888 | \$79,221 | \$104,624 |
| Principal Civil Engineer (including specialties) ⁵ | \$83,133 | \$95,603 | \$107,826 |
| Principal Electrical Engineer ⁵ | \$83,133 | \$95,603 | \$107,826 |
| Principal Engineer | \$83,133 | \$95,603 | \$107,826 |
| Principal Illustrator ⁵ | \$50,328 | \$57,877 | \$75,516 |
| Principal Mechanical Engineer ⁵ | \$83,133 | \$95,603 | \$107,826 |
| Principal Physicist | \$67,331 | \$77,431 | \$102,840 |
| Principal Planner | \$68,888 | \$79,221 | \$104,624 |
| Principal Research Scientist (Biological Sciences) | \$83,133 | \$95,603 | \$107,826 |
| Principal Urban Designer | \$72,296 | \$83,140 | \$120,279 |
| Project Coordinator | \$59,743 | \$68,704 | \$86,523 |
| Project Development Coordinator ⁵ | \$59,743 | \$68,704 | \$86,523 |
| Project Development Coordinator Trainee ⁵ | \$43,495 | \$50,019 | Flat Rate |
| Project Manager (Other than HHC) | \$50,328 | \$57,877 | \$75,516 |
| Project Manager (HHC only) Level I | \$50,328 | \$57,877 | \$75,516 |
| Project Manager (HHC only) Level II | \$58,590 | \$67,379 | \$102,634 |
| Project Manager Intern | \$45,441 | \$52,257 | Flat Rate |
| Project Services Specialist | \$59,743 | \$68,704 | \$86,523 |
| Radio Repair Technician | \$37,102 | \$42,667 | \$48,071 |
| Research Scientist Level I | \$66,575 | \$76,561 | \$83,555 |
| Research Scientist Level II | \$74,478 | \$85,650 | \$97,875 |
| Research Scientist Level III | \$83,133 | \$95,603 | \$107,826 |
| Safety Officer | \$38,939 | \$44,780 | \$55,255 |
| Safety Specialist | \$39,738 | \$45,699 | \$56,085 |
| Scientist (Radiation Control) Level I | \$50,328 | \$57,877 | \$75,516 |
| Scientist (Radiation Control) Level II | \$59,743 | \$68,704 | \$86,523 |
| Scientist (Radiation Control) Level III | \$65,822 | \$75,695 | \$96,470 |
| Scientist (Water Ecology) Level I | \$40,065 | \$46,075 | \$60,625 |
| Scientist (Water Ecology) Level II | \$46,672 | \$53,673 | \$68,349 |
| Scientist (Water Ecology) Level III | \$58,086 | \$66,799 | \$82,869 |
| Scientist (Water Ecology) Trainee | \$34,576 | \$39,762 | Flat Rate |
| Senior Air Pollution Control Engineer ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Air Pollution Inspector | \$46,026 | \$52,930 | \$64,810 |
| Senior Architect (including specialties) ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Automotive Specialist | \$65,822 | \$75,695 | \$96,470 |
| Senior Chemical Engineer ⁵ | \$65,822 | \$75,695 | \$96,470 |

| | | | |
|---|----------|----------|-----------|
| Senior Chemist (including specialties) | \$62,800 | \$72,220 | \$88,807 |
| Senior Civil Engineer (including specialties) ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Electrical Engineer (including specialties) ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Engineer (Accounting) | \$65,822 | \$75,695 | \$96,470 |
| Senior Engineer (Safety) ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Engineer (Cranes) ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Engineer-Assessor ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Engineering Technician (including specialties, JOP) ⁵ | \$43,209 | \$49,690 | \$63,658 |
| Senior Environmental Control Technician | \$43,209 | \$49,690 | \$63,658 |
| Senior Estimator (including specialties) | \$59,743 | \$68,704 | \$86,523 |
| Senior Geologist | \$65,822 | \$75,695 | \$96,470 |
| Senior Health Facilities Planner | \$74,821 | \$86,044 | \$111,557 |
| Senior Highway Transportation Specialist | \$59,743 | \$68,704 | \$86,523 |
| Senior Hull & Machinery Inspector | \$46,026 | \$52,930 | \$64,810 |
| Senior Illustrator | \$41,060 | \$47,219 | \$60,151 |
| Senior Industrial Engineer | \$65,822 | \$75,695 | \$96,470 |
| Senior Landscape Architect ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Mechanical Engineer (including specialties) | \$65,822 | \$75,695 | \$96,470 |
| Senior Meteorologist | \$45,770 | \$52,636 | \$67,310 |
| Senior Painting Inspector | \$46,026 | \$52,930 | \$64,810 |
| Senior Physicist (including specialties) ⁴ | \$65,822 | \$75,695 | \$96,470 |
| Senior Plan Examiner (Buildings) | \$67,331 | \$77,431 | \$102,840 |
| Senior Planner ⁵ | \$64,626 | \$74,320 | \$94,409 |
| Senior Project Coordinator | \$65,822 | \$75,695 | \$96,470 |
| Senior Project Development Coordinator ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Project Services Specialist ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Scientist (Radiation Control) | \$65,822 | \$75,695 | \$96,470 |
| Senior Supervisor of Mechanical Installations | \$62,023 | \$71,326 | \$90,186 |
| Senior Traffic Control Inspector | \$44,024 | \$50,628 | \$62,504 |
| Senior Urban Designer ⁵ | \$65,822 | \$75,695 | \$96,470 |
| Senior Waterfront Construction Inspector | \$46,026 | \$52,930 | \$64,810 |
| Space Analyst Level I | \$50,328 | \$57,877 | \$75,516 |
| Space Analyst Level II | \$59,743 | \$68,704 | \$86,523 |
| Superintendent of Construction ⁵ | \$59,743 | \$68,704 | \$86,523 |
| Superintendent of Construction and Repairs | \$59,743 | \$68,704 | \$86,523 |
| Supervising Air Pollution Inspector | \$51,562 | \$59,296 | \$71,696 |
| Supervising Environmental Control Technician | \$49,438 | \$56,854 | \$68,900 |
| Supervising Hull & Machinery Inspector | \$50,637 | \$58,232 | \$70,632 |
| Supervising Traffic Control Inspector | \$48,889 | \$56,222 | \$68,622 |
| Supervisor of Building Maintenance (All Fields) | \$50,328 | \$57,877 | \$75,516 |
| Supervisor of Diesel Engine Maintenance | \$58,076 | \$66,787 | \$82,852 |
| Supervisor of Electrical Installations | \$59,743 | \$68,704 | \$86,523 |
| Supervisor of Electrical Installations & Maintenance Level I | \$50,328 | \$57,877 | \$75,516 |
| Supervisor of Electrical Installations & Maintenance Level II | \$59,743 | \$68,704 | \$86,523 |
| Supervisor of Mechanical Installations | \$59,743 | \$68,704 | \$86,523 |

| | | | |
|--|----------|----------|-----------|
| Supervisor of Mechanical Installations & Maintenance Level I | \$50,328 | \$57,877 | \$75,516 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$59,743 | \$68,704 | \$86,523 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$62,023 | \$71,326 | \$90,186 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$65,822 | \$75,695 | \$96,470 |
| Surveyor Level I - A | \$50,328 | \$57,877 | Flat Rate |
| Surveyor Level I - B | \$55,034 | \$63,289 | \$74,041 |
| Surveyor Level II | \$59,743 | \$68,704 | \$86,523 |
| Surveyor Level III | \$65,822 | \$75,695 | \$96,470 |
| Tax Map Cartographer Level I-A | \$50,328 | \$57,877 | Flat Rate |
| Tax Map Cartographer Level I-B | \$55,034 | \$63,289 | \$74,041 |
| Tax Map Cartographer Level II | \$59,743 | \$68,704 | \$86,523 |
| Telemetric Systems Specialist | \$63,540 | \$73,071 | \$93,159 |
| Traffic Control Inspector Level I | \$39,863 | \$45,842 | \$56,325 |
| Traffic Control Inspector Level II | \$44,024 | \$50,628 | \$62,504 |
| Traffic Control Inspector Level III | \$48,889 | \$56,222 | \$68,622 |
| Urban Archeologist | \$46,420 | \$53,383 | \$72,765 |
| Urban Designer ⁵ | \$59,743 | \$68,704 | \$86,523 |
| Urban Designer Trainee | \$43,495 | \$50,019 | Flat Rate |
| Urban Technician | \$34,325 | \$39,474 | \$52,660 |
| Waterfront Construction Inspector | \$41,203 | \$47,384 | \$57,861 |

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

| <u>TITLE</u> | <u>(1) Hiring Rate ¹</u> | | <u>(2) Incumbent Rate</u> | |
|--|-------------------------------------|-----------------------|---------------------------|-----------------------|
| | <u>(a)</u> Minimum | <u>(b)</u> Maximum | <u>(a)</u> Minimum | <u>(b)</u> Maximum |
| Air Pollution Control Engineering Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |
| Architectural Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |
| Chemical Engineering Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |
| Civil Engineering Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |
| Construction Project Manager Intern | \$45,333 | | \$52,133 | \$54,898 |

| | | | | |
|----------------------------------|----------|----------|----------|----------|
| Electrical Engineering Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |
| Environmental Engineering Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |
| Landscape Architect Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |
| Mechanical Engineering Intern | \$45,333 | \$51,233 | \$52,133 | \$54,898 |

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

(ii) Unit B (Radio/TV)

| TITLE | (1) Minimum | | (2) Maximum |
|---|------------------------------|--------------------|-------------|
| | (a) Hiring Rate ¹ | (b) Incumbent Rate | |
| Associate Operations Communications Specialist Level I | \$42,052 | \$48,360 | \$54,060 |
| Associate Operations Communications Specialist Level II | \$47,009 | \$54,060 | \$59,759 |
| Director (TV) Level I | \$35,623 | \$40,966 | \$45,864 |
| Director (TV) Level II | \$43,570 | \$50,106 | \$62,673 |
| Film Editor | \$35,822 | \$41,195 | \$48,619 |
| Film Manager | \$51,695 | \$59,449 | \$70,981 |
| Operations Communications Specialist Level I | \$35,350 | \$40,653 | \$47,629 |
| Operations Communications Specialist Level II | \$41,417 | \$47,629 | \$54,608 |
| Program Announcer Level I | \$37,798 | \$43,468 | \$56,914 |
| Program Announcer Level II | \$42,277 | \$48,619 | \$62,507 |
| Program Producer Level I | \$36,809 | \$42,330 | \$50,712 |
| Program Producer Level II | \$51,695 | \$59,449 | \$70,981 |
| Program Producer Level III | \$59,589 | \$68,527 | \$82,508 |
| Radio & TV Operator Level I | \$31,001 | \$35,651 | \$45,548 |
| Radio & TV Operator Level II | \$37,798 | \$43,468 | \$56,914 |
| Radio & TV Operator Level III | \$42,277 | \$48,619 | \$62,507 |
| Supervisor of Radio & TV Operators Level I | \$51,695 | \$59,449 | \$70,981 |
| Supervisor of Radio & TV Operators Level II | \$59,589 | \$68,527 | \$82,508 |
| Supervisor of Radio Production | \$53,742 | \$61,803 | \$71,705 |
| Television Equipment Operator | \$35,822 | \$41,195 | \$48,619 |
| Television Lighting Technician | \$35,822 | \$41,195 | \$48,619 |

Note:

1. See Article III, Section 4 (New Hires).

f. Effective September 3, 2015

i. Unit A (Engineering/Scientific)

| <u>TITLE</u> | (1) Minimum | | (2) Maximum |
|--|------------------------------------|---------------------------|-------------|
| | <u>(a) Hiring Rate¹</u> | <u>(b) Incumbent Rate</u> | |
| Administrative Architect (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Administrative City Planner (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Administrative Construction Project Manager (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Administrative Director of Laboratory (Water Quality) (Non-Managerial) ¹² | \$48,535 | \$55,815 | \$134,433 |
| Administrative Engineer (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Administrative Housing Development (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Administrative Project Director (HPD) (Non-Managerial) ¹² | \$48,535 | \$55,815 | \$134,433 |
| Administrative Project Manager (Non-Managerial) ¹² | \$48,535 | \$55,815 | \$134,433 |
| Administrative Inspector (Buildings) (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Administrative Landmarks Preservationist (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Administrative Landscape Architect (Non-Managerial) ¹¹ | \$48,535 | \$55,815 | \$136,061 |
| Air Pollution Control Engineer Level I | \$61,237 | \$70,422 | \$88,686 |
| Air Pollution Control Engineer Level II | \$72,805 | \$83,726 | \$101,148 |
| Air Pollution Control Engineer Level III | \$81,443 | \$93,660 | \$110,413 |
| Air Pollution Control Engineering Intern | See Section 2(e)(i)-Schedule B | | |
| Air Pollution Control Engineering Trainee | \$44,582 | \$51,269 | Flat Rate |
| Air Pollution Inspector Level I | Hiring Rate | | Flat Rate |
| | After 1 year | | Flat Rate |
| | After 2 years | | \$40,041 |
| Air Pollution Inspector Level II | \$42,234 | \$48,569 | \$59,308 |
| Architect (including specialties) Level I | \$61,237 | \$70,422 | \$88,686 |
| Architect (including specialties) Level II | \$72,805 | \$83,726 | \$101,148 |
| Architect (including specialties) Level III | \$81,443 | \$93,660 | \$110,413 |
| Architectural Intern | See Section 2(e)(i)-Schedule B | | |
| Architectural Specialist Level I | \$72,805 | \$83,726 | \$101,148 |
| Architectural Specialist Level II | \$81,443 | \$93,660 | \$110,413 |
| Asbestos Hazard Investigator | \$49,174 | \$56,550 | \$73,789 |
| Assistant Air Pollution Control Engineer | \$51,586 | \$59,324 | \$77,404 |
| Assistant Architect ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Area Manager of School Maintenance | \$67,467 | \$77,587 | \$98,882 |
| Assistant Chemical Engineer (DCAS Res 2012-5) ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Chemist (including specialties) | \$47,831 | \$55,006 | \$70,043 |
| Assistant Civil Engineer ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Coordinator of Highway Transportation Studies | \$67,467 | \$77,587 | \$98,882 |
| Assistant Director of Technical Services (Air Pollution Control) | \$76,340 | \$87,791 | \$100,322 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | \$76,340 | \$87,791 | \$100,322 |

| | | | |
|--|--------------------------|----------|-----------|
| Assistant Electrical Engineer ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Engineer (Accounting) ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Engineering Technician (JOP) ⁵ | \$34,234 | \$39,369 | \$44,555 |
| Assistant Environmental Engineer | \$51,586 | \$59,324 | \$77,404 |
| Assistant Geologist | \$51,586 | \$59,324 | \$77,404 |
| Assistant Health Facilities Planner | \$53,921 | \$62,009 | \$80,802 |
| Assistant Highway Transportation Specialist | \$44,582 | \$51,269 | \$65,588 |
| Assistant Landscape Architect ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Mechanical Engineer ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Physicist (including specialties) ⁴ | \$51,586 | \$59,324 | \$77,404 |
| Assistant Plan Examiner (Buildings) ² | \$53,921 | \$62,009 | \$80,802 |
| Assistant Planner | \$49,897 | \$57,381 | \$72,061 |
| Assistant Project Coordinator | \$51,586 | \$59,324 | \$77,404 |
| Assistant Project Development Coordinator ⁵ | \$51,586 | \$59,324 | \$77,404 |
| Assistant Project Manager | \$51,586 | \$59,324 | \$77,404 |
| Assistant Project Services Specialist ⁵ | \$51,586 | \$59,324 | \$77,404 |
| Assistant Scientist (Radiation Control) | \$51,586 | \$59,324 | \$77,404 |
| Assistant Signal Circuit Engineer ² | \$51,586 | \$59,324 | \$77,404 |
| Assistant Space Analyst | \$51,586 | \$59,324 | \$77,404 |
| Assistant Superintendent of Construction ⁵ | \$51,586 | \$59,324 | \$77,404 |
| Assistant Superintendent of Construction and Repairs | \$51,586 | \$59,324 | \$77,404 |
| Assistant Supervisor of Electrical Installations | \$51,586 | \$59,324 | \$77,404 |
| Assistant Supervisor of Mechanical Installations | \$51,586 | \$59,324 | \$77,404 |
| Assistant Surveyor | \$61,237 | \$70,422 | \$88,686 |
| Assistant Surveyor Trainee ³ | \$51,586 | \$59,324 | \$63,101 |
| Assistant Urban Designer | \$51,586 | \$59,324 | \$77,404 |
| Associate Air Pollution Inspector Level I | \$47,177 | \$54,253 | \$66,430 |
| Associate Air Pollution Inspector Level II | \$52,850 | \$60,778 | \$73,488 |
| Associate Air Pollution Inspector Level III | \$58,535 | \$67,315 | \$80,564 |
| Associate Chemist Level I (DCAS Res 2012-5) | Trainee Rate \$40,844 | \$46,971 | Flat Rate |
| | After 1 year in title | \$47,831 | \$55,006 |
| Associate Chemist Level II ⁴ | \$54,263 | \$62,402 | \$80,481 |
| Associate Chemist Level III ⁴ | \$64,370 | \$74,026 | \$91,027 |
| Associate Chemist Level IV ⁴ | \$70,610 | \$81,202 | \$107,240 |
| Associate City Planner Level I | \$66,242 | \$76,178 | \$96,769 |
| Associate City Planner Level II | \$70,610 | \$81,202 | \$107,240 |
| Associate Engineering Technician Level I | \$44,289 | \$50,932 | \$65,249 |
| Associate Engineering Technician Level II | \$50,674 | \$58,275 | \$70,623 |
| Associate Graphic Artist | \$53,177 | \$61,153 | \$90,513 |
| Associate Housing Development Specialist | \$67,467 | \$77,587 | \$98,882 |
| Associate Landmarks Preservationist | \$60,861 | \$69,990 | \$85,214 |
| Associate Project Manager Level I | \$61,237 | \$70,422 | \$88,686 |
| Associate Project Manager Level II | \$67,467 | \$77,587 | \$98,882 |
| Associate Project Manager Level III | \$81,443 | \$93,660 | \$110,413 |

| | | | | |
|--|--------------|--------------------------------|-----------|-----------|
| Associate Space Analyst | | \$61,237 | \$70,422 | \$88,686 |
| Associate Urban Designer Level I | | \$61,237 | \$70,422 | \$88,686 |
| Associate Urban Designer Level II | | \$67,467 | \$77,587 | \$98,882 |
| Associate Urban Designer Level III | | \$70,477 | \$81,048 | \$106,833 |
| Automotive Specialist | | \$61,237 | \$70,422 | \$88,686 |
| Cartographer (Civil Defense) | | \$42,086 | \$48,399 | \$61,655 |
| Chemical, Biological & Radiological Officer (C.D.) | | \$53,921 | \$62,009 | \$80,802 |
| Chemical Engineer Level I | | \$61,237 | \$70,422 | \$88,686 |
| Chemical Engineer Level II | | \$72,805 | \$83,726 | \$101,148 |
| Chemical Engineer Level III | | \$81,443 | \$93,660 | \$110,413 |
| Chemical Engineering Intern | | See Section 2(e)(i)-Schedule B | | |
| Chemist (including specialties) (DCAS Res 2012-5) ⁵ | | \$54,263 | \$62,402 | \$80,481 |
| Chemist Trainee | | \$40,844 | \$46,971 | Flat Rate |
| Chief Supervisor of Mechanical Installations | | \$67,467 | \$77,587 | \$98,882 |
| City Planner Level I | | \$49,897 | \$57,381 | \$72,061 |
| City Planner Level II | | \$58,934 | \$67,774 | \$86,756 |
| City Planner Level III | | \$66,242 | \$76,178 | \$96,769 |
| City Planner Level IV | | \$70,610 | \$81,202 | \$107,240 |
| City Planning Technician | | \$35,183 | \$40,461 | \$53,977 |
| City Research Scientist Level I | Hiring Rate | \$57,969 | Flat Rate | |
| | After 1 year | See Note 9 | \$63,765 | \$70,142 |
| City Research Scientist Level II | | \$68,239 | \$78,475 | \$85,644 |
| City Research Scientist Level III | | \$76,340 | \$87,791 | \$100,322 |
| City Research Scientist Level IV-A | | \$85,211 | \$97,993 | \$110,522 |
| City Research Scientist Level IV-B | | \$87,461 | \$100,580 | \$127,125 |
| Civil Engineer (including specialties) Level I | | \$61,237 | \$70,422 | \$88,686 |
| Civil Engineer (including specialties) Level II | | \$72,805 | \$83,726 | \$101,148 |
| Civil Engineer (including specialties) Level III | | \$81,443 | \$93,660 | \$110,413 |
| Civil Engineering Drafter ⁵ | | \$44,582 | \$51,269 | \$65,588 |
| Civil Engineering Intern | | See Section 2(e)(i)-Schedule B | | |
| Civil Engineering Trainee ⁵ | | \$44,582 | \$51,269 | Flat Rate |
| Community Planning Board Coordinator | | \$40,689 | \$46,792 | \$56,452 |
| Computer Facilities Maintainer (FISA) | | \$51,586 | \$59,324 | \$77,404 |
| Construction Management Assistant | | \$43,334 | \$49,834 | \$64,157 |
| Construction Manager (including specialties) ⁵ | | \$69,015 | \$79,367 | \$105,411 |
| Construction Project Manager Level I | | \$51,586 | \$59,324 | \$77,404 |
| Construction Project Manager Level II | | \$61,237 | \$70,422 | \$88,686 |
| Construction Project Manager Level III | | \$65,129 | \$74,898 | \$110,413 |
| Construction Project Manager Intern | | See Section 2(e)(i)-Schedule B | | |
| Criminalist Level I - A | | | \$46,871 | Flat Rate |
| Criminalist Level I - B | | | \$49,796 | \$59,071 |
| Criminalist Level II | | | \$59,589 | \$81,993 |
| Criminalist Level III | | | \$74,287 | \$97,858 |
| Criminalist Level IV | | | \$85,716 | \$111,965 |
| Director of Intersectional Traffic Control | | \$67,467 | \$77,587 | \$98,882 |

| | | | |
|---|---|----------|-----------|
| Electrical Engineer (including specialties) Level I | \$61,237 | \$70,422 | \$88,686 |
| Electrical Engineer (including specialties) Level II | \$72,805 | \$83,726 | \$101,148 |
| Electrical Engineer (including specialties) Level III | \$81,443 | \$93,660 | \$110,413 |
| Electrical Engineering Drafter ⁵ | \$44,582 | \$51,269 | \$65,588 |
| Electrical Engineering Intern | See Section 2(e)(i)-Schedule B | | |
| Electrical Engineering Trainee ⁵ | \$44,582 | \$51,269 | Flat Rate |
| Engineer (Accounting) (CE & S) | \$61,237 | \$70,422 | \$88,686 |
| Engineer-Assessor (all specialties) | \$61,237 | \$70,422 | \$88,686 |
| Engineer-Assessor (Utility) | \$61,237 | \$70,422 | \$88,686 |
| Engineering Aide | \$44,582 | \$51,269 | \$65,588 |
| Engineering Specialist Level I | \$72,805 | \$83,726 | \$101,148 |
| Engineering Specialist Level II | \$81,443 | \$93,660 | \$110,413 |
| Engineering Technician (including specialties) Level I | \$35,183 | \$40,461 | \$45,647 |
| Engineering Technician (including specialties) Level II | \$38,061 | \$43,770 | \$53,977 |
| Engineering Technician (including specialties) Level III | \$44,289 | \$50,932 | \$65,249 |
| Engineering Technician (including specialties) Level IV | \$50,674 | \$58,275 | \$70,623 |
| Engineering Technician Aide (JOP) | \$31,563 | \$36,297 | Flat Rate |
| Engineering Technician Trainee ³ | \$30,823 | \$35,446 | \$37,217 |
| Engineering Work Study Trainee | \$26,848 | \$30,875 | \$39,764 |
| Environmental Control Technician ⁵ | \$38,061 | \$43,770 | \$53,977 |
| Environmental Engineer Level I | \$61,237 | \$70,422 | \$88,686 |
| Environmental Engineer Level II | \$72,805 | \$83,726 | \$101,148 |
| Environmental Engineer Level III | \$81,443 | \$93,660 | \$110,413 |
| Environmental Engineering Intern | See Section 2(e)(i)-Schedule B | | |
| Estimator (including specialties) | \$51,586 | \$59,324 | \$77,404 |
| Forensic Analyst (OCME) | \$49,301 | \$56,696 | \$80,474 |
| Forensic Scientist (OCME) | \$70,772 | \$81,388 | \$100,590 |
| Forester Level I | \$39,242 | \$45,128 | \$55,689 |
| Forester Level II | \$46,758 | \$53,772 | \$66,252 |
| General Superintendent of Construction (including specialties) ⁵ | \$65,129 | \$74,898 | \$95,488 |
| General Superintendent of Construction and Repairs | \$65,129 | \$74,898 | \$95,488 |
| General Superintendent of Building Maintenance (all fields) | \$61,237 | \$70,422 | \$88,686 |
| Geologist Level I (DCAS Res 2011-16) | Hiring Rate | \$44,582 | \$51,269 |
| | After 1 Year in Title Minimum ¹⁰ | \$51,586 | \$59,324 |
| Geologist Level II | \$61,237 | \$70,422 | \$88,686 |
| Geologist Trainee | \$44,582 | \$51,269 | Flat Rate |
| Graphic Artist Level I | \$41,207 | \$47,388 | \$64,572 |
| Graphic Artist Level II | \$53,177 | \$61,153 | \$90,513 |
| Health Facilities Planner | \$69,015 | \$79,367 | \$105,411 |
| Highway Transportation Specialist Level I | \$51,586 | \$59,324 | \$77,404 |
| Highway Transportation Specialist Level II | \$61,237 | \$70,422 | \$88,686 |
| Highway Transportation Specialist Level III | \$67,467 | \$77,587 | \$98,882 |
| Housing Development Specialist Level I | \$51,586 | \$59,324 | \$78,954 |
| Housing Development Specialist Level II | \$61,237 | \$70,422 | \$90,458 |

| | | | |
|---|------------|--------------------------------|-----------|
| Housing Development Specialist Trainee Level I | \$40,108 | \$46,124 | Flat Rate |
| Housing Development Specialist Trainee Level II | \$43,706 | \$50,262 | Flat Rate |
| Illustrator ⁵ | \$38,663 | \$44,463 | \$51,537 |
| Industrial Hygienist Level I | \$42,830 | \$49,255 | \$60,574 |
| Industrial Hygienist Level II | \$50,649 | \$58,246 | \$68,071 |
| Instrument Maker (Radiology) | \$51,586 | \$59,324 | \$77,404 |
| Instrumentation Specialist Level I ⁶ | See Note 6 | \$48,480 | Flat Rate |
| Instrumentation Specialist Level II ⁶ | See Note 6 | \$58,743 | Flat Rate |
| Instrumentation Specialist Level III ⁶ | See Note 6 | \$67,579 | Flat Rate |
| Instrumentation Specialist Level I ⁷ | See Note 7 | \$50,257 | Flat Rate |
| Instrumentation Specialist Level II ⁷ | See Note 7 | \$61,124 | Flat Rate |
| Instrumentation Specialist Level III ⁷ | See Note 7 | \$69,274 | Flat Rate |
| Instrumentation Specialist Trainee (Entry Level) ⁸ | See Note 8 | \$33,790 | Flat Rate |
| Instrumentation Specialist Trainee (After one year) ⁸ | See Note 8 | \$35,260 | Flat Rate |
| Instrumentation Specialist Trainee (After two years) ⁸ | See Note 8 | \$44,072 | Flat Rate |
| Junior Architect ⁵ | \$44,582 | \$51,269 | \$65,588 |
| Junior Chemist ⁵ | \$40,844 | \$46,971 | \$55,889 |
| Junior Civil Engineer ⁵ | \$44,582 | \$51,269 | \$65,588 |
| Junior Drafter ⁵ | \$44,582 | \$51,269 | \$65,588 |
| Junior Electrical Engineer ⁵ | \$44,582 | \$51,269 | \$65,588 |
| Junior Health Facilities Planner | \$44,582 | \$51,269 | \$65,588 |
| Junior Mechanical Engineer ⁵ | \$44,582 | \$51,269 | \$65,588 |
| Landmarks Preservationist Level I | \$50,530 | \$58,110 | \$72,790 |
| Landmarks Preservationist Level II | \$55,988 | \$64,386 | \$83,186 |
| Landmarks Preservation Specialist | \$50,530 | \$58,110 | \$72,790 |
| Landscape Architect Level I | \$61,237 | \$70,422 | \$88,686 |
| Landscape Architect Level II | \$72,805 | \$83,726 | \$101,148 |
| Landscape Architect Level III | \$81,443 | \$93,660 | \$110,413 |
| Landscape Architect Intern | | See Section 2(e)(i)-Schedule B | |
| Marine Electronics Technician | \$78,285 | \$90,028 | \$115,750 |
| Mechanical Engineer (including specialties) Level I | \$61,237 | \$70,422 | \$88,686 |
| Mechanical Engineer (including specialties) Level II | \$72,805 | \$83,726 | \$101,148 |
| Mechanical Engineer (including specialties) Level III | \$81,443 | \$93,660 | \$110,413 |
| Mechanical Engineering Drafter ⁵ | \$44,582 | \$51,269 | \$65,588 |
| Mechanical Engineering Intern | | See Section 2(e)(i)-Schedule B | |
| Medical Equipment Repair Technician | \$35,186 | \$40,464 | \$52,876 |
| Medical Equipment Specialist | \$46,915 | \$53,952 | \$68,993 |
| Painting Inspector | \$42,234 | \$48,569 | \$59,308 |
| Physicist Level I ⁴ (DCAS Res 2012-6) | \$51,586 | \$59,324 | \$77,404 |
| Physicist Level II ⁴ | \$61,237 | \$70,422 | \$88,686 |
| Physicist Level III ⁴ | \$67,467 | \$77,587 | \$98,882 |
| Physicist (Electronics, Isotopes, Radiation) | \$61,237 | \$70,422 | \$88,686 |
| Physicist Trainee | \$44,582 | \$51,269 | Flat Rate |
| Plan Examiner (Buildings) | \$63,573 | \$73,109 | \$92,441 |
| Planner | \$58,934 | \$67,774 | \$86,756 |

| | | | |
|---|----------|----------|-----------|
| Planner Trainee ⁵ | \$44,582 | \$51,269 | Flat Rate |
| Principal Air Pollution Control Engineer ⁵ | \$85,211 | \$97,993 | \$110,522 |
| Principal Air Pollution Inspector | \$58,535 | \$67,315 | \$80,564 |
| Principal Chemical Engineer ⁵ | \$85,211 | \$97,993 | \$110,522 |
| Principal Chemist (including specialties) ⁵ | \$70,610 | \$81,202 | \$107,240 |
| Principal Civil Engineer (including specialties) ⁵ | \$85,211 | \$97,993 | \$110,522 |
| Principal Electrical Engineer ⁵ | \$85,211 | \$97,993 | \$110,522 |
| Principal Engineer | \$85,211 | \$97,993 | \$110,522 |
| Principal Illustrator ⁵ | \$51,586 | \$59,324 | \$77,404 |
| Principal Mechanical Engineer ⁵ | \$85,211 | \$97,993 | \$110,522 |
| Principal Physicist | \$69,015 | \$79,367 | \$105,411 |
| Principal Planner | \$70,610 | \$81,202 | \$107,240 |
| Principal Research Scientist (Biological Sciences) | \$85,211 | \$97,993 | \$110,522 |
| Principal Urban Designer | \$74,103 | \$85,219 | \$123,286 |
| Project Coordinator | \$61,237 | \$70,422 | \$88,686 |
| Project Development Coordinator ⁵ | \$61,237 | \$70,422 | \$88,686 |
| Project Development Coordinator Trainee ⁵ | \$44,582 | \$51,269 | Flat Rate |
| Project Manager (Other than HHC) | \$51,586 | \$59,324 | \$77,404 |
| Project Manager (HHC only) Level I | \$51,586 | \$59,324 | \$77,404 |
| Project Manager (HHC only) Level II | \$60,055 | \$69,063 | \$105,200 |
| Project Manager Intern | \$46,577 | \$53,563 | Flat Rate |
| Project Services Specialist | \$61,237 | \$70,422 | \$88,686 |
| Radio Repair Technician | \$38,030 | \$43,734 | \$49,273 |
| Research Scientist Level I | \$68,239 | \$78,475 | \$85,644 |
| Research Scientist Level II | \$76,340 | \$87,791 | \$100,322 |
| Research Scientist Level III | \$85,211 | \$97,993 | \$110,522 |
| Safety Officer | \$39,913 | \$45,900 | \$56,636 |
| Safety Specialist | \$40,731 | \$46,841 | \$57,487 |
| Scientist (Radiation Control) Level I | \$51,586 | \$59,324 | \$77,404 |
| Scientist (Radiation Control) Level II | \$61,237 | \$70,422 | \$88,686 |
| Scientist (Radiation Control) Level III | \$67,467 | \$77,587 | \$98,882 |
| Scientist (Water Ecology) Level I | \$41,067 | \$47,227 | \$62,141 |
| Scientist (Water Ecology) Level II | \$47,839 | \$55,015 | \$70,058 |
| Scientist (Water Ecology) Level III | \$59,538 | \$68,469 | \$84,941 |
| Scientist (Water Ecology) Trainee | \$35,440 | \$40,756 | Flat Rate |
| Senior Air Pollution Control Engineer ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Air Pollution Inspector | \$47,177 | \$54,253 | \$66,430 |
| Senior Architect (including specialties) ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Automotive Specialist | \$67,467 | \$77,587 | \$98,882 |
| Senior Chemical Engineer ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Chemist (including specialties) | \$64,370 | \$74,026 | \$91,027 |
| Senior Civil Engineer (including specialties) ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Electrical Engineer (including specialties) ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Engineer (Accounting) | \$67,467 | \$77,587 | \$98,882 |
| Senior Engineer (Safety) ⁵ | \$67,467 | \$77,587 | \$98,882 |

| | | | |
|---|----------|----------|-----------|
| Senior Engineer (Cranes) ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Engineer-Assessor ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Engineering Technician (including specialties, JOP) ⁵ | \$44,289 | \$50,932 | \$65,249 |
| Senior Environmental Control Technician | \$44,289 | \$50,932 | \$65,249 |
| Senior Estimator (including specialties) | \$61,237 | \$70,422 | \$88,686 |
| Senior Geologist | \$67,467 | \$77,587 | \$98,882 |
| Senior Health Facilities Planner | \$76,691 | \$88,195 | \$114,346 |
| Senior Highway Transportation Specialist | \$61,237 | \$70,422 | \$88,686 |
| Senior Hull & Machinery Inspector | \$47,177 | \$54,253 | \$66,430 |
| Senior Illustrator | \$42,086 | \$48,399 | \$61,655 |
| Senior Industrial Engineer | \$67,467 | \$77,587 | \$98,882 |
| Senior Landscape Architect ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Mechanical Engineer (including specialties) | \$67,467 | \$77,587 | \$98,882 |
| Senior Meteorologist | \$46,915 | \$53,952 | \$68,993 |
| Senior Painting Inspector | \$47,177 | \$54,253 | \$66,430 |
| Senior Physicist (including specialties) ⁴ | \$67,467 | \$77,587 | \$98,882 |
| Senior Plan Examiner (Buildings) | \$69,015 | \$79,367 | \$105,411 |
| Senior Planner ⁵ | \$66,242 | \$76,178 | \$96,769 |
| Senior Project Coordinator | \$67,467 | \$77,587 | \$98,882 |
| Senior Project Development Coordinator ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Project Services Specialist ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Scientist (Radiation Control) | \$67,467 | \$77,587 | \$98,882 |
| Senior Supervisor of Mechanical Installations | \$63,573 | \$73,109 | \$92,441 |
| Senior Traffic Control Inspector | \$45,125 | \$51,894 | \$64,067 |
| Senior Urban Designer ⁵ | \$67,467 | \$77,587 | \$98,882 |
| Senior Waterfront Construction Inspector | \$47,177 | \$54,253 | \$66,430 |
| Space Analyst Level I | \$51,586 | \$59,324 | \$77,404 |
| Space Analyst Level II | \$61,237 | \$70,422 | \$88,686 |
| Superintendent of Construction ⁵ | \$61,237 | \$70,422 | \$88,686 |
| Superintendent of Construction and Repairs | \$61,237 | \$70,422 | \$88,686 |
| Supervising Air Pollution Inspector | \$52,850 | \$60,778 | \$73,488 |
| Supervising Environmental Control Technician | \$50,674 | \$58,275 | \$70,623 |
| Supervising Hull & Machinery Inspector | \$51,903 | \$59,688 | \$72,398 |
| Supervising Traffic Control Inspector | \$50,111 | \$57,628 | \$70,338 |
| Supervisor of Building Maintenance (All Fields) | \$51,586 | \$59,324 | \$77,404 |
| Supervisor of Diesel Engine Maintenance | \$59,528 | \$68,457 | \$84,923 |
| Supervisor of Electrical Installations | \$61,237 | \$70,422 | \$88,686 |
| Supervisor of Electrical Installations & Maintenance Level I | \$51,586 | \$59,324 | \$77,404 |
| Supervisor of Electrical Installations & Maintenance Level II | \$61,237 | \$70,422 | \$88,686 |
| Supervisor of Mechanical Installations | \$61,237 | \$70,422 | \$88,686 |
| Supervisor of Mechanical Installations & Maintenance Level I | \$51,586 | \$59,324 | \$77,404 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$61,237 | \$70,422 | \$88,686 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$63,573 | \$73,109 | \$92,441 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$67,467 | \$77,587 | \$98,882 |
| Surveyor Level I - A | \$51,586 | \$59,324 | Flat Rate |

| | | | |
|-------------------------------------|----------|----------|-----------|
| Surveyor Level I - B | \$56,410 | \$64,871 | \$75,892 |
| Surveyor Level II | \$61,237 | \$70,422 | \$88,686 |
| Surveyor Level III | \$67,467 | \$77,587 | \$98,882 |
| Tax Map Cartographer Level I-A | \$51,586 | \$59,324 | Flat Rate |
| Tax Map Cartographer Level I-B | \$56,410 | \$64,871 | \$75,892 |
| Tax Map Cartographer Level II | \$61,237 | \$70,422 | \$88,686 |
| Telemetric Systems Specialist | \$65,129 | \$74,898 | \$95,488 |
| Traffic Control Inspector Level I | \$40,859 | \$46,988 | \$57,733 |
| Traffic Control Inspector Level II | \$45,125 | \$51,894 | \$64,067 |
| Traffic Control Inspector Level III | \$50,111 | \$57,628 | \$70,338 |
| Urban Archeologist | \$47,581 | \$54,718 | \$74,584 |
| Urban Designer ⁵ | \$61,237 | \$70,422 | \$88,686 |
| Urban Designer Trainee | \$44,582 | \$51,269 | Flat Rate |
| Urban Technician | \$35,183 | \$40,461 | \$53,977 |
| Waterfront Construction Inspector | \$42,234 | \$48,569 | \$59,308 |

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

| <u>TITLE</u> | <u>(1) Hiring Rate¹</u> | | <u>(2) Incumbent Rate</u> | |
|--|------------------------------------|-----------------------|---------------------------|-----------------------|
| | <u>(a)</u> Minimum | <u>(b)</u> Maximum | <u>(a)</u> Minimum | <u>(b)</u> Maximum |
| Air Pollution Control Engineering Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Architectural Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Chemical Engineering Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Civil Engineering Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Construction Project Manager Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Electrical Engineering Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Environmental Engineering Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Landscape Architect Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |
| Mechanical Engineering Intern | \$46,466 | \$52,514 | \$53,436 | \$56,270 |

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

(ii) Unit B (Radio/TV)

| TITLE | (1) Minimum | | (2) Maximum |
|---|------------------------------|--------------------|-------------|
| | (a) Hiring Rate ¹ | (b) Incumbent Rate | |
| Associate Operations Communications Specialist Level I | \$43,103 | \$49,569 | \$55,412 |
| Associate Operations Communications Specialist Level II | \$48,184 | \$55,412 | \$61,253 |
| Director (TV) Level I | \$36,513 | \$41,990 | \$47,011 |
| Director (TV) Level II | \$44,660 | \$51,359 | \$64,240 |
| Film Editor | \$36,717 | \$42,225 | \$49,834 |
| Film Manager | \$52,987 | \$60,935 | \$72,756 |
| Operations Communications Specialist Level I | \$36,234 | \$41,669 | \$48,820 |
| Operations Communications Specialist Level II | \$42,452 | \$48,820 | \$55,973 |
| Program Announcer Level I | \$38,743 | \$44,555 | \$58,337 |
| Program Announcer Level II | \$43,334 | \$49,834 | \$64,070 |
| Program Producer Level I | \$37,729 | \$43,388 | \$51,980 |
| Program Producer Level II | \$52,987 | \$60,935 | \$72,756 |
| Program Producer Level III | \$61,078 | \$70,240 | \$84,571 |
| Radio & TV Operator Level I | \$31,776 | \$36,542 | \$46,687 |
| Radio & TV Operator Level II | \$38,743 | \$44,555 | \$58,337 |
| Radio & TV Operator Level III | \$43,334 | \$49,834 | \$64,070 |
| Supervisor of Radio & TV Operators Level I | \$52,987 | \$60,935 | \$72,756 |
| Supervisor of Radio & TV Operators Level II | \$61,078 | \$70,240 | \$84,571 |
| Supervisor of Radio Production | \$55,085 | \$63,348 | \$73,498 |
| Television Equipment Operator | \$36,717 | \$42,225 | \$49,834 |
| Television Lighting Technician | \$36,717 | \$42,225 | \$49,834 |

Note:

1. See Article III, Section 4 (New Hires).

g. Effective September 3, 2016

i. Unit A (Engineering/Scientific)

| <u>TITLE</u> | (1) Minimum | | (2) Maximum |
|---|------------------------------------|---------------------------|-------------|
| | <u>(a) Hiring Rate¹</u> | <u>(b) Incumbent Rate</u> | |
| Administrative Architect (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Administrative City Planner (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Administrative Construction Project Manager (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Administrative Director of Laboratory (Water Quality) (Non-Managerial) | \$49,990 | \$57,489 | \$138,466 |
| Administrative Engineer (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Administrative Housing Development (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Administrative Project Director (HPD) (Non-Managerial) | \$49,990 | \$57,489 | \$138,466 |
| Administrative Project Manager (Non-Managerial) | \$49,990 | \$57,489 | \$138,466 |
| Administrative Inspector (Buildings) (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Administrative Landmarks Preservationist (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Administrative Landscape Architect (Non-Managerial) | \$49,990 | \$57,489 | \$136,023 |
| Air Pollution Control Engineer Level I | \$63,074 | \$72,535 | \$91,347 |
| Air Pollution Control Engineer Level II | \$74,990 | \$86,238 | \$104,182 |
| Air Pollution Control Engineer Level III | \$83,887 | \$96,470 | \$113,725 |
| Air Pollution Control Engineering Intern | See Section 2(e)(i)-Schedule B | | |
| Air Pollution Control Engineering Trainee | \$45,919 | \$52,807 | Flat Rate |
| Air Pollution Inspector Level I | Hiring Rate \$32,377 | | Flat Rate |
| | After 1 year \$33,991 | | Flat Rate |
| | After 2 years \$35,863 | | \$41,242 |
| Air Pollution Inspector Level II | \$43,501 | \$50,026 | \$61,087 |
| Architect (including specialties) Level I | \$63,074 | \$72,535 | \$91,347 |
| Architect (including specialties) Level II | \$74,990 | \$86,238 | \$104,182 |
| Architect (including specialties) Level III | \$83,887 | \$96,470 | \$113,725 |
| Architectural Intern | See Section 2(e)(i)-Schedule B | | |
| Architectural Specialist Level I | \$74,990 | \$86,238 | \$104,182 |
| Architectural Specialist Level II | \$83,887 | \$96,470 | \$113,725 |
| Asbestos Hazard Investigator | \$50,650 | \$58,247 | \$76,003 |
| Assistant Air Pollution Control Engineer | \$53,134 | \$61,104 | \$79,726 |
| Assistant Architect ² | \$53,134 | \$61,104 | \$79,726 |
| Assistant Area Manager of School Maintenance | \$69,491 | \$79,915 | \$101,848 |
| Assistant Chemical Engineer (DCAS Res 2012-5) ² | \$53,134 | \$61,104 | \$79,726 |
| Assistant Chemist (including specialties) | \$49,266 | \$56,656 | \$72,144 |
| Assistant Civil Engineer ² | \$53,134 | \$61,104 | \$79,726 |
| Assistant Coordinator of Highway Transportation Studies | \$69,491 | \$79,915 | \$101,848 |
| Assistant Director of Technical Services (Air Pollution Control) | \$78,630 | \$90,425 | \$103,332 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | \$78,630 | \$90,425 | \$103,332 |

| | | | | |
|--|--|----------|-----------|-----------|
| Assistant Electrical Engineer ² | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Engineer (Accounting) ² | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Engineering Technician (JOP) ³ | \$35,261 | \$40,550 | \$45,892 | |
| Assistant Environmental Engineer | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Geologist | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Health Facilities Planner | \$55,538 | \$63,869 | \$83,226 | |
| Assistant Highway Transportation Specialist | \$45,919 | \$52,807 | \$67,556 | |
| Assistant Landscape Architect ² | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Mechanical Engineer ² | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Physicist (including specialties) ⁴ | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Plan Examiner (Buildings) ² | \$55,538 | \$63,869 | \$83,226 | |
| Assistant Planner | \$51,393 | \$59,102 | \$74,223 | |
| Assistant Project Coordinator | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Project Development Coordinator ⁵ | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Project Manager | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Project Services Specialist ⁵ | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Scientist (Radiation Control) | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Signal Circuit Engineer ² | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Space Analyst | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Superintendent of Construction ⁵ | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Superintendent of Construction and Repairs | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Supervisor of Electrical Installations | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Supervisor of Mechanical Installations | \$53,134 | \$61,104 | \$79,726 | |
| Assistant Surveyor | \$63,074 | \$72,535 | \$91,347 | |
| Assistant Surveyor Trainee ³ | \$53,134 | \$61,104 | \$64,994 | |
| Assistant Urban Designer | \$53,134 | \$61,104 | \$79,726 | |
| Associate Air Pollution Inspector Level I | \$48,592 | \$55,881 | \$68,423 | |
| Associate Air Pollution Inspector Level II | \$54,436 | \$62,601 | \$75,693 | |
| Associate Air Pollution Inspector Level III | \$60,290 | \$69,334 | \$82,981 | |
| Associate Chemist Level I (DCAS Rcs 2012-5) | Trainee Rate After 1 year in title | \$42,070 | \$48,380 | Flat Rate |
| | | \$49,266 | \$56,656 | \$72,144 |
| Associate Chemist Level II ⁴ | \$55,890 | \$64,274 | \$82,895 | |
| Associate Chemist Level III ⁴ | \$66,302 | \$76,247 | \$93,758 | |
| Associate Chemist Level IV ⁴ | \$72,729 | \$83,638 | \$110,457 | |
| Associate City Planner Level I | \$68,229 | \$78,463 | \$99,672 | |
| Associate City Planner Level II | \$72,729 | \$83,638 | \$110,457 | |
| Associate Engineering Technician Level I | \$45,617 | \$52,460 | \$67,206 | |
| Associate Engineering Technician Level II | \$52,194 | \$60,023 | \$72,742 | |
| Associate Graphic Artist | \$54,772 | \$62,988 | \$93,228 | |
| Associate Housing Development Specialist | \$69,491 | \$79,915 | \$101,848 | |
| Associate Landmarks Preservationist | \$62,687 | \$72,090 | \$87,770 | |
| Associate Project Manager Level I | \$63,074 | \$72,535 | \$91,347 | |
| Associate Project Manager Level II | \$69,491 | \$79,915 | \$101,848 | |
| Associate Project Manager Level III | \$83,887 | \$96,470 | \$113,725 | |

| | | | | |
|--|--------------|--------------------------------|-----------|-----------|
| Associate Space Analyst | | \$63,074 | \$72,535 | \$91,347 |
| Associate Urban Designer Level I | | \$63,074 | \$72,535 | \$91,347 |
| Associate Urban Designer Level II | | \$69,491 | \$79,915 | \$101,848 |
| Associate Urban Designer Level III | | \$72,590 | \$83,479 | \$110,038 |
| Automotive Specialist | | \$63,074 | \$72,535 | \$91,347 |
| Cartographer (Civil Defense) | | \$43,349 | \$49,851 | \$63,505 |
| Chemical, Biological & Radiological Officer (C.D.) | | \$55,538 | \$63,869 | \$83,226 |
| Chemical Engineer Level I | | \$63,074 | \$72,535 | \$91,347 |
| Chemical Engineer Level II | | \$74,990 | \$86,238 | \$104,182 |
| Chemical Engineer Level III | | \$83,887 | \$96,470 | \$113,725 |
| Chemical Engineering Intern | | See Section 2(e)(i)-Schedule B | | |
| Chemist (including specialties) (DCAS Res 2012-5) ⁵ | | \$55,890 | \$64,274 | \$82,895 |
| Chemist Trainee | | \$42,070 | \$48,380 | Flat Rate |
| Chief Supervisor of Mechanical Installations | | \$69,491 | \$79,915 | \$101,848 |
| City Planner Level I | | \$51,393 | \$59,102 | \$74,223 |
| City Planner Level II | | \$60,702 | \$69,807 | \$89,359 |
| City Planner Level III | | \$68,229 | \$78,463 | \$99,672 |
| City Planner Level IV | | \$72,729 | \$83,638 | \$110,457 |
| City Planning Technician | | \$36,239 | \$41,675 | \$55,596 |
| City Research Scientist Level I | Hiring Rate | \$59,708 | Flat Rate | |
| | After 1 year | See Note 9 | \$65,678 | \$72,246 |
| City Research Scientist Level II | | \$70,286 | \$80,829 | \$88,213 |
| City Research Scientist Level III | | \$78,630 | \$90,425 | \$103,332 |
| City Research Scientist Level IV-A | | \$87,768 | \$100,933 | \$113,838 |
| City Research Scientist Level IV-B | | \$90,084 | \$103,597 | \$130,939 |
| Civil Engineer (including specialties) Level I | | \$63,074 | \$72,535 | \$91,347 |
| Civil Engineer (including specialties) Level II | | \$74,990 | \$86,238 | \$104,182 |
| Civil Engineer (including specialties) Level III | | \$83,887 | \$96,470 | \$113,725 |
| Civil Engineering Drafter ⁵ | | \$45,919 | \$52,807 | \$67,556 |
| Civil Engineering Intern | | See Section 2(e)(i)-Schedule B | | |
| Civil Engineering Trainee ⁵ | | \$45,919 | \$52,807 | Flat Rate |
| Community Planning Board Coordinator | | \$41,910 | \$48,196 | \$58,146 |
| Computer Facilities Maintainer (FISA) | | \$53,134 | \$61,104 | \$79,726 |
| Construction Management Assistant | | \$44,634 | \$51,329 | \$66,082 |
| Construction Manager (including specialties) ⁵ | | \$71,085 | \$81,748 | \$108,573 |
| Construction Project Manager Level I | | \$53,134 | \$61,104 | \$79,726 |
| Construction Project Manager Level II | | \$63,074 | \$72,535 | \$91,347 |
| Construction Project Manager Level III | | \$67,083 | \$77,145 | \$113,725 |
| Construction Project Manager Intern | | See Section 2(e)(i)-Schedule B | | |
| Criminalist Level I - A | | | \$48,277 | Flat Rate |
| Criminalist Level I - B | | | \$51,290 | \$60,843 |
| Criminalist Level II | | | \$61,377 | \$84,453 |
| Criminalist Level III | | | \$76,516 | \$100,794 |
| Criminalist Level IV | | | \$88,287 | \$115,324 |
| Director of Intersectional Traffic Control | | \$69,491 | \$79,915 | \$101,848 |

| | | | | |
|---|-------------------------------|--------------------------------|----------|-----------|
| Electrical Engineer (including specialties) Level I | | \$63,074 | \$72,535 | \$91,347 |
| Electrical Engineer (including specialties) Level II | | \$74,990 | \$86,238 | \$104,182 |
| Electrical Engineer (including specialties) Level III | | \$83,887 | \$96,470 | \$113,725 |
| Electrical Engineering Drafter ⁵ | | \$45,919 | \$52,807 | \$67,556 |
| Electrical Engineering Intern | | See Section 2(e)(i)-Schedule B | | |
| Electrical Engineering Trainee ⁵ | | \$45,919 | \$52,807 | Flat Rate |
| Engineer (Accounting) (CE & S) | | \$63,074 | \$72,535 | \$91,347 |
| Engineer-Assessor (all specialties) | | \$63,074 | \$72,535 | \$91,347 |
| Engineer-Assessor (Utility) | | \$63,074 | \$72,535 | \$91,347 |
| Engineering Aide | | \$45,919 | \$52,807 | \$67,556 |
| Engineering Specialist Level I | | \$74,990 | \$86,238 | \$104,182 |
| Engineering Specialist Level II | | \$83,887 | \$96,470 | \$113,725 |
| Engineering Technician (including specialties) Level I | | \$36,239 | \$41,675 | \$47,016 |
| Engineering Technician (including specialties) Level II | | \$39,203 | \$45,083 | \$55,596 |
| Engineering Technician (including specialties) Level III | | \$45,617 | \$52,460 | \$67,206 |
| Engineering Technician (including specialties) Level IV | | \$52,194 | \$60,023 | \$72,742 |
| Engineering Technician Aide (JOP) | | \$32,510 | \$37,386 | Flat Rate |
| Engineering Technician Trainee ³ | | \$31,747 | \$36,509 | \$38,334 |
| Engineering Work Study Trainee | | \$27,653 | \$31,801 | \$40,957 |
| Environmental Control Technician ⁵ | | \$39,203 | \$45,083 | \$55,596 |
| Environmental Engineer Level I | | \$63,074 | \$72,535 | \$91,347 |
| Environmental Engineer Level II | | \$74,990 | \$86,238 | \$104,182 |
| Environmental Engineer Level III | | \$83,887 | \$96,470 | \$113,725 |
| Environmental Engineering Intern | | See Section 2(e)(i)-Schedule B | | |
| Estimator (including specialties) | | \$53,134 | \$61,104 | \$79,726 |
| Forensic Analyst (OCME) | | \$50,780 | \$58,397 | \$82,888 |
| Forensic Scientist (OCME) | | \$72,896 | \$83,830 | \$103,608 |
| Forester Level I | | \$40,419 | \$46,482 | \$57,360 |
| Forester Level II | | \$48,161 | \$55,385 | \$68,240 |
| General Superintendent of Construction (including specialties) ⁵ | | \$67,083 | \$77,145 | \$98,353 |
| General Superintendent of Construction and Repairs | | \$67,083 | \$77,145 | \$98,353 |
| General Superintendent of Building Maintenance (all fields) | | \$63,074 | \$72,535 | \$91,347 |
| Geologist Level I (DCAS Res 2011-16) | Hiring Rate | \$45,919 | \$52,807 | Flat Rate |
| | After 1 Year in Title Minimum | \$53,134 | \$61,104 | \$79,726 |
| Geologist Level II | | \$63,074 | \$72,535 | \$91,347 |
| Geologist Trainee | | \$45,919 | \$52,807 | Flat Rate |
| Graphic Artist Level I | | \$42,443 | \$48,810 | \$66,509 |
| Graphic Artist Level II | | \$54,772 | \$62,988 | \$93,228 |
| Health Facilities Planner | | \$71,085 | \$81,748 | \$108,573 |
| Highway Transportation Specialist Level I | | \$53,134 | \$61,104 | \$79,726 |
| Highway Transportation Specialist Level II | | \$63,074 | \$72,535 | \$91,347 |
| Highway Transportation Specialist Level III | | \$69,491 | \$79,915 | \$101,848 |
| Housing Development Specialist Level I | | \$53,134 | \$61,104 | \$81,323 |
| Housing Development Specialist Level II | | \$63,074 | \$72,535 | \$93,172 |

| | | | |
|---|--------------------------------|----------|-----------|
| Housing Development Specialist Trainee Level I | \$41,311 | \$47,508 | Flat Rate |
| Housing Development Specialist Trainee Level II | \$45,017 | \$51,770 | Flat Rate |
| Illustrator ⁵ | \$39,823 | \$45,797 | \$53,083 |
| Industrial Hygienist Level I | \$44,116 | \$50,733 | \$62,391 |
| Industrial Hygienist Level II | \$52,168 | \$59,993 | \$70,113 |
| Instrument Maker (Radiology) | \$53,134 | \$61,104 | \$79,726 |
| Instrumentation Specialist Level I ⁶ | See Note 6 | \$49,934 | Flat Rate |
| Instrumentation Specialist Level II ⁶ | See Note 6 | \$60,505 | Flat Rate |
| Instrumentation Specialist Level III ⁶ | See Note 6 | \$69,606 | Flat Rate |
| Instrumentation Specialist Level I ⁷ | See Note 7 | \$51,765 | Flat Rate |
| Instrumentation Specialist Level II ⁷ | See Note 7 | \$62,958 | Flat Rate |
| Instrumentation Specialist Level III ⁷ | See Note 7 | \$71,352 | Flat Rate |
| Instrumentation Specialist Trainee (Entry Level) ⁸ | See Note 8 | \$34,804 | Flat Rate |
| Instrumentation Specialist Trainee (After one year) ⁸ | See Note 8 | \$36,318 | Flat Rate |
| Instrumentation Specialist Trainee (After two years) ⁸ | See Note 8 | \$45,394 | Flat Rate |
| Junior Architect ⁵ | \$45,919 | \$52,807 | \$67,556 |
| Junior Chemist ⁵ | \$42,070 | \$48,380 | \$57,566 |
| Junior Civil Engineer ⁵ | \$45,919 | \$52,807 | \$67,556 |
| Junior Drafter ⁵ | \$45,919 | \$52,807 | \$67,556 |
| Junior Electrical Engineer ⁵ | \$45,919 | \$52,807 | \$67,556 |
| Junior Health Facilities Planner | \$45,919 | \$52,807 | \$67,556 |
| Junior Mechanical Engineer ⁵ | \$45,919 | \$52,807 | \$67,556 |
| Landmarks Preservationist Level I | \$52,046 | \$59,853 | \$74,974 |
| Landmarks Preservationist Level II | \$57,668 | \$66,318 | \$85,682 |
| Landmarks Preservation Specialist | \$52,046 | \$59,853 | \$74,974 |
| Landscape Architect Level I | \$63,074 | \$72,535 | \$91,347 |
| Landscape Architect Level II | \$74,990 | \$86,238 | \$104,182 |
| Landscape Architect Level III | \$83,887 | \$96,470 | \$113,725 |
| Landscape Architect Intern | See Section 2(e)(i)-Schedule B | | |
| Marine Electronics Technician | \$80,634 | \$92,729 | \$119,223 |
| Mechanical Engineer (including specialties) Level I | \$63,074 | \$72,535 | \$91,347 |
| Mechanical Engineer (including specialties) Level II | \$74,990 | \$86,238 | \$104,182 |
| Mechanical Engineer (including specialties) Level III | \$83,887 | \$96,470 | \$113,725 |
| Mechanical Engineering Drafter ⁵ | \$45,919 | \$52,807 | \$67,556 |
| Mechanical Engineering Intern | See Section 2(e)(i)-Schedule B | | |
| Medical Equipment Repair Technician | \$36,242 | \$41,678 | \$54,462 |
| Medical Equipment Specialist | \$48,323 | \$55,571 | \$71,063 |
| Painting Inspector | \$43,501 | \$50,026 | \$61,087 |
| Physicist Level I ⁴ (DCAS Res 2012-6) | \$53,134 | \$61,104 | \$79,726 |
| Physicist Level II ⁴ | \$63,074 | \$72,535 | \$91,347 |
| Physicist Level III ⁴ | \$69,491 | \$79,915 | \$101,848 |
| Physicist (Electronics, Isotopes, Radiation) | \$63,074 | \$72,535 | \$91,347 |
| Physicist Trainee | \$45,919 | \$52,807 | Flat Rate |
| Plan Examiner (Buildings) | \$65,480 | \$75,302 | \$95,214 |
| Planner | \$60,702 | \$69,807 | \$89,359 |

| | | | |
|---|----------|-----------|-----------|
| Planner Trainee ⁵ | \$45,919 | \$52,807 | Flat Rate |
| Principal Air Pollution Control Engineer ⁵ | \$87,768 | \$100,933 | \$113,838 |
| Principal Air Pollution Inspector | \$60,290 | \$69,334 | \$82,981 |
| Principal Chemical Engineer ⁵ | \$87,768 | \$100,933 | \$113,838 |
| Principal Chemist (including specialties) ⁵ | \$72,729 | \$83,638 | \$110,457 |
| Principal Civil Engineer (including specialties) ⁵ | \$87,768 | \$100,933 | \$113,838 |
| Principal Electrical Engineer ⁵ | \$87,768 | \$100,933 | \$113,838 |
| Principal Engineer | \$87,768 | \$100,933 | \$113,838 |
| Principal Illustrator ⁵ | \$53,134 | \$61,104 | \$79,726 |
| Principal Mechanical Engineer ⁵ | \$87,768 | \$100,933 | \$113,838 |
| Principal Physicist | \$71,085 | \$81,748 | \$108,573 |
| Principal Planner | \$72,729 | \$83,638 | \$110,457 |
| Principal Research Scientist (Biological Sciences) | \$87,768 | \$100,933 | \$113,838 |
| Principal Urban Designer | \$76,327 | \$87,776 | \$126,985 |
| Project Coordinator | \$63,074 | \$72,535 | \$91,347 |
| Project Development Coordinator ⁵ | \$63,074 | \$72,535 | \$91,347 |
| Project Development Coordinator Trainee ⁵ | \$45,919 | \$52,807 | Flat Rate |
| Project Manager (Other than HHC) | \$53,134 | \$61,104 | \$79,726 |
| Project Manager (HHC only) Level I | \$53,134 | \$61,104 | \$79,726 |
| Project Manager (HHC only) Level II | \$61,857 | \$71,135 | \$108,356 |
| Project Manager Intern | \$47,974 | \$55,170 | Flat Rate |
| Project Services Specialist | \$63,074 | \$72,535 | \$91,347 |
| Radio Repair Technician | \$39,170 | \$45,046 | \$50,751 |
| Research Scientist Level I | \$70,286 | \$80,829 | \$88,213 |
| Research Scientist Level II | \$78,630 | \$90,425 | \$103,332 |
| Research Scientist Level III | \$87,768 | \$100,933 | \$113,838 |
| Safety Officer | \$41,110 | \$47,277 | \$58,335 |
| Safety Specialist | \$41,953 | \$48,246 | \$59,212 |
| Scientist (Radiation Control) Level I | \$53,134 | \$61,104 | \$79,726 |
| Scientist (Radiation Control) Level II | \$63,074 | \$72,535 | \$91,347 |
| Scientist (Radiation Control) Level III | \$69,491 | \$79,915 | \$101,848 |
| Scientist (Water Ecology) Level I | \$42,299 | \$48,644 | \$64,005 |
| Scientist (Water Ecology) Level II | \$49,274 | \$56,665 | \$72,160 |
| Scientist (Water Ecology) Level III | \$61,324 | \$70,523 | \$87,489 |
| Scientist (Water Ecology) Trainee | \$36,503 | \$41,979 | Flat Rate |
| Senior Air Pollution Control Engineer ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Air Pollution Inspector | \$48,592 | \$55,881 | \$68,423 |
| Senior Architect (including specialties) ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Automotive Specialist | \$69,491 | \$79,915 | \$101,848 |
| Senior Chemical Engineer ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Chemist (including specialties) | \$66,302 | \$76,247 | \$93,758 |
| Senior Civil Engineer (including specialties) ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Electrical Engineer (including specialties) ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Engineer (Accounting) | \$69,491 | \$79,915 | \$101,848 |
| Senior Engineer (Safety) ⁵ | \$69,491 | \$79,915 | \$101,848 |

| | | | |
|---|----------|----------|-----------|
| Senior Engineer (Cranes) ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Engineer-Assessor ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Engineering Technician (including specialties, JOP) ⁵ | \$45,617 | \$52,460 | \$67,206 |
| Senior Environmental Control Technician | \$45,617 | \$52,460 | \$67,206 |
| Senior Estimator (including specialties) | \$63,074 | \$72,535 | \$91,347 |
| Senior Geologist | \$69,491 | \$79,915 | \$101,848 |
| Senior Health Facilities Planner | \$78,992 | \$90,841 | \$117,776 |
| Senior Highway Transportation Specialist | \$63,074 | \$72,535 | \$91,347 |
| Senior Hull & Machinery Inspector | \$48,592 | \$55,881 | \$68,423 |
| Senior Illustrator | \$43,349 | \$49,851 | \$63,505 |
| Senior Industrial Engineer | \$69,491 | \$79,915 | \$101,848 |
| Senior Landscape Architect ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Mechanical Engineer (including specialties) | \$69,491 | \$79,915 | \$101,848 |
| Senior Meteorologist | \$48,323 | \$55,571 | \$71,063 |
| Senior Painting Inspector | \$48,592 | \$55,881 | \$68,423 |
| Senior Physicist (including specialties) ⁴ | \$69,491 | \$79,915 | \$101,848 |
| Senior Plan Examiner (Buildings) | \$71,085 | \$81,748 | \$108,573 |
| Senior Planner ⁵ | \$68,229 | \$78,463 | \$99,672 |
| Senior Project Coordinator | \$69,491 | \$79,915 | \$101,848 |
| Senior Project Development Coordinator ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Project Services Specialist ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Scientist (Radiation Control) | \$69,491 | \$79,915 | \$101,848 |
| Senior Supervisor of Mechanical Installations | \$65,480 | \$75,302 | \$95,214 |
| Senior Traffic Control Inspector | \$46,479 | \$53,451 | \$65,989 |
| Senior Urban Designer ⁵ | \$69,491 | \$79,915 | \$101,848 |
| Senior Waterfront Construction Inspector | \$48,592 | \$55,881 | \$68,423 |
| Space Analyst Level I | \$53,134 | \$61,104 | \$79,726 |
| Space Analyst Level II | \$63,074 | \$72,535 | \$91,347 |
| Superintendent of Construction ⁵ | \$63,074 | \$72,535 | \$91,347 |
| Superintendent of Construction and Repairs | \$63,074 | \$72,535 | \$91,347 |
| Supervising Air Pollution Inspector | \$54,436 | \$62,601 | \$75,693 |
| Supervising Environmental Control Technician | \$52,194 | \$60,023 | \$72,742 |
| Supervising Hull & Machinery Inspector | \$53,460 | \$61,479 | \$74,570 |
| Supervising Traffic Control Inspector | \$51,615 | \$59,357 | \$72,448 |
| Supervisor of Building Maintenance (All Fields) | \$53,134 | \$61,104 | \$79,726 |
| Supervisor of Diesel Engine Maintenance | \$61,314 | \$70,511 | \$87,471 |
| Supervisor of Electrical Installations | \$63,074 | \$72,535 | \$91,347 |
| Supervisor of Electrical Installations & Maintenance Level I | \$53,134 | \$61,104 | \$79,726 |
| Supervisor of Electrical Installations & Maintenance Level II | \$63,074 | \$72,535 | \$91,347 |
| Supervisor of Mechanical Installations | \$63,074 | \$72,535 | \$91,347 |
| Supervisor of Mechanical Installations & Maintenance Level I | \$53,134 | \$61,104 | \$79,726 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$63,074 | \$72,535 | \$91,347 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$65,480 | \$75,302 | \$95,214 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$69,491 | \$79,915 | \$101,848 |
| Surveyor Level I - A | \$53,134 | \$61,104 | Flat Rate |

| | | | |
|-------------------------------------|----------|----------|-----------|
| Surveyor Level I - B | \$58,102 | \$66,817 | \$78,169 |
| Surveyor Level II | \$63,074 | \$72,535 | \$91,347 |
| Surveyor Level III | \$69,491 | \$79,915 | \$101,848 |
| Tax Map Cartographer Level I-A | \$53,134 | \$61,104 | Flat Rate |
| Tax Map Cartographer Level I-B | \$58,102 | \$66,817 | \$78,169 |
| Tax Map Cartographer Level II | \$63,074 | \$72,535 | \$91,347 |
| Telemetric Systems Specialist | \$67,083 | \$77,145 | \$98,353 |
| Traffic Control Inspector Level I | \$42,085 | \$48,398 | \$59,465 |
| Traffic Control Inspector Level II | \$46,479 | \$53,451 | \$65,989 |
| Traffic Control Inspector Level III | \$51,615 | \$59,357 | \$72,448 |
| Urban Archeologist | \$49,009 | \$56,360 | \$76,822 |
| Urban Designer ⁵ | \$63,074 | \$72,535 | \$91,347 |
| Urban Designer Trainee | \$45,919 | \$52,807 | Flat Rate |
| Urban Technician | \$36,239 | \$41,675 | \$55,596 |
| Waterfront Construction Inspector | \$43,501 | \$50,026 | \$61,087 |

1. See Article III, Section 4 (New Hires)
2. Upon completion of six months of satisfactory permanent service in the title, an employee shall be guaranteed a minimum salary equal to the then current applicable minimum hiring rate 1 plus an additional \$1,000. Upon completion of an additional eighteen (18) months of satisfactory permanent service in the title, the employee shall be guaranteed a minimum salary equal to the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable title, plus an additional \$1000.
3. Upon completion of one year of satisfactory service in the title, the maximum salary shall apply.
4. Each appointment to this position above the minimum hiring rate will be handled on a case by case basis.
5. For present incumbents only.
6. Base salary schedule for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002. Note: employees appointed after July 1, 2002 remain in this salary schedule.
7. Base salary schedule for current incumbents appointed prior to July 1, 2002 and who were serving in the Environmental Control Technician title series since January 1, 2002.
8. Trainees advance into the salary schedule established for all newly hired employees appointed to the title of Instrumentation Specialist on or after July 1, 2002.
9. Upon completion of one year at Assignment Level I, employees shall be paid no less than the indicated minimum for incumbents at Assignment Level I that is in effect on their one year of service anniversaries.
10. Employees hired into City Service with less than two years of continuous City service shall be paid at least the Hiring Rate. After satisfactory completion of one year of training and service in the title of Geologist Level I, employees shall be paid no less than the "After One Year in Title Minimum" rate for Assignment Level I that is in effect on their one year anniversaries of appointment to Geologist. Upon completion of two years of City service, employees shall be paid at least the incumbent minimum for their assignment level.

SCHEDULE B

| <u>TITLE</u> | (1) Hiring Rate¹ | | (2) Incumbent Rate | |
|--|------------------------------------|------------------------|---------------------------|------------------------|
| | (a) Minimum | (b) Maximum | (a) Minimum | (b) Maximum |
| Air Pollution Control Engineering Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |
| Architectural Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |
| Chemical Engineering Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |
| Civil Engineering Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |
| Construction Project Manager Intern | \$47,860 | | \$55,039 | \$57,958 |
| Electrical Engineering Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |
| Environmental Engineering Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |
| Landscape Architect Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |
| Mechanical Engineering Intern | \$47,860 | \$54,089 | \$55,039 | \$57,958 |

Note:

1. Upon completion of six months of satisfactory permanent service in the title, the maximum hiring rate salary shall apply. Upon completion of an additional six months of satisfactory permanent service in the title, the employee shall be appointed to the applicable Assistant Engineer/Architect title at the minimum hiring rate, plus an additional \$1,000. Upon completion of an additional one year of satisfactory permanent service in the title, the employee shall be paid at the minimum incumbent rate in effect on the two year anniversary of the employee's original date of appointment to the applicable intern title, plus an additional \$1000. See also Article III, Section 4 (New Hires).

(ii) Unit B (Radio/TV)

| TITLE | (1) Minimum | | (2) Maximum |
|---|------------------------------|--------------------|-------------|
| | (a) Hiring Rate ¹ | (b) Incumbent Rate | |
| Associate Operations Communications Specialist Level I | \$44,397 | \$51,056 | \$57,074 |
| Associate Operations Communications Specialist Level II | \$49,630 | \$57,074 | \$63,091 |
| Director (TV) Level I | \$37,609 | \$43,250 | \$48,421 |
| Director (TV) Level II | \$46,000 | \$52,900 | \$66,167 |
| Film Editor | \$37,819 | \$43,492 | \$51,329 |
| Film Manager | \$54,577 | \$62,763 | \$74,939 |
| Operations Communications Specialist Level I | \$37,321 | \$42,919 | \$50,285 |
| Operations Communications Specialist Level II | \$43,726 | \$50,285 | \$57,652 |
| Program Announcer Level I | \$39,906 | \$45,892 | \$60,087 |
| Program Announcer Level II | \$44,634 | \$51,329 | \$65,992 |
| Program Producer Level I | \$38,861 | \$44,690 | \$53,539 |
| Program Producer Level II | \$54,577 | \$62,763 | \$74,939 |
| Program Producer Level III | \$62,910 | \$72,347 | \$87,108 |
| Radio & TV Operator Level I | \$32,729 | \$37,638 | \$48,088 |
| Radio & TV Operator Level II | \$39,906 | \$45,892 | \$60,087 |
| Radio & TV Operator Level III | \$44,634 | \$51,329 | \$65,992 |
| Supervisor of Radio & TV Operators Level I | \$54,577 | \$62,763 | \$74,939 |
| Supervisor of Radio & TV Operators Level II | \$62,910 | \$72,347 | \$87,108 |
| Supervisor of Radio Production | \$56,737 | \$65,248 | \$75,703 |
| Television Equipment Operator | \$37,819 | \$43,492 | \$51,329 |
| Television Lighting Technician | \$37,819 | \$43,492 | \$51,329 |

Note:

1. See Article III, Section 4 (New Hires).

Section 3. Wage Increases.

a. Lump Sum Cash Payment

A lump sum cash payment in the amount of \$1,000, pro-rated for other than full-time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are on payroll as of the date of ratification. The lump sum cash payment shall be pensionable, consistent with applicable law.

- i. Full-time per annum and full-time per diem Employees shall receive a pro-rata lump sum cash payment the computation of which shall be based on service during the period from July 1, 2013 through June 30, 2014.
- ii. Where the regular and customary work year for a title is less than a twelve-month year, such as a school year, such computations shall be based on service during the period from September 5, 2013 through June 26, 2014 or other applicable dates for other school-based employees.
- iii. Part-time per annum, part-time per diem (including seasonal appointees), per session, hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive a pro-rata portion of the lump sum cash payment based on their regularly scheduled hours and the hours in a full calendar year.
- iv. The lump sum cash payments shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits including the calculation of future collective bargaining increases.
- v. For circumstances that were not anticipated by the parties, the First Deputy Commissioner of Labor Relations may elect to issue, on a case-by-case basis, interpretations concerning the application of this Section 3.a. Such case-by-case interpretations shall not be subject to any dispute resolution procedures as per past practice of the parties.

b. General Wage Increases. The general increases, effective as indicated, shall be:

- i. Effective September 3, 2011, Employees shall receive a general increase of 1.00%.
- ii. Effective September 3, 2012, Employees shall receive an additional general increase of 1.00%.
- iii. Effective September 3, 2013, Employees shall receive an additional general increase of 1.00%.
- iv. Effective September 3, 2014, Employees shall receive an additional general increase of 1.50%.

- v. Effective September 3, 2015, Employees shall receive an additional general increase of 2.50%.
 - vi. Effective September 3, 2016, Employees shall receive an additional general increase of 3.00%.
 - vii. Part-time per annum, part-time per diem Employees (including seasonal appointees), per session and hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive the increases provided in subsections 3(b)(i)-(vi) above on the basis of computations heretofore utilized by the parties for all such Employees.
- c. The increases provided for in Section 3(b) above shall be calculated as follows:
- i. The general increase in Section 3(b)(i) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2011;
 - ii. The general increase in Section 3(b)(ii) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2012;
 - iii. The general increase in Section 3(b)(iii) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2013;
 - iv. The general increase in Section 3(b)(iv) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2014;
 - v. The general increase in Section 3(b)(v) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2015;
 - vi. The general increase in Section 3(b)(vi) shall be based upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on September 2, 2016.
- d.
- i. The general increases provided for in this Section 3(b)(i)-(vi) shall be applied to the base rates, incremental salary levels and the minimum "hiring rates," minimum "incumbent rates" and maximum rates (including levels), if any, fixed for the applicable titles.
 - ii. Effective September 3, 2016, the general increase provided for in Section 3(b)(vi) shall be applied to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

- iii. Subsection 3(d)(ii) does not apply to Recurring Increment Payments (RIPs) that automatically increase with wage increases.
- iv. Subsection 3(d)(ii) does not apply to Service Increments once earned for two years that are rolled into base salary and increased with wage increases.

Section 4. New Hires.

- a. The appointment rate for an employee newly hired on or after March 3, 2010 and appointed at a reduced hiring rate shall be the applicable minimum "hiring rate" set forth in subsections 2(a)(i)(1), 2(b)(i)(1), 2(c)(i)(1), 2(d)(i)(1), 2(e)(i)(1), 2(f)(i)(1) and 2(g)(i)(1) of this Article III. On the two year anniversary of the employee's original date of appointment, such employee shall be paid the indicated minimum "incumbent rate" for the applicable title that is in effect on such two year anniversary as set forth in set forth in subsections 2(a)(i)(2), 2(b)(i)(2), 2(c)(i)(2), 2(d)(i)(2), 2(e)(i)(2), 2(f)(i)(2) and 2(g)(i)(1) of this Article III.
- b.
 - i. For a title subject to an incremental pay plan, the employee shall be paid the appropriate increment based upon the employee's length of service. Section 2 of this Article III reflects the correct amounts and has been adjusted in accordance with the provisions of Section 3(d)(i) of this Article III.
 - ii. Employees who change titles or levels before attaining two years of service will be treated in the new title or level as if they had been originally appointed to said title or level on their original hiring date.
- c. For the purposes of Sections 4(c) and 4(d), employees (1) who were in active pay status before March 3, 2010, and (2) who are affected by the following personnel actions after said date shall not be treated as "newly hired" employees and shall be entitled to receive the indicated minimum "incumbent rate" set forth in subsections 2(a)(i)(2), 2(b)(i)(2), 2(c)(i)(2), 2(d)(i)(2), 2(e)(i)(2), and 2(f)(i)(2) of this Article III:
 - i. Employees who return to active status from an approved leave of absence.
 - ii. Employees in active status (whether full or part-time) appointed to permanent status from a civil service list, or to a new title (regardless of jurisdictional class or civil service status) without a break in service of more than 31 days.
 - iii. Employees who were laid off or terminated for economic reasons who are appointed from a recall/preferred list or who were subject to involuntary redeployment.
 - iv. Provisional employees who were terminated due to a civil service list who are appointed from a civil service list within one year of such termination.
 - v. Permanent employees who resign and are reinstated or who are appointed from a civil service list within one year of such resignation.
 - vi. Employees (regardless of jurisdictional class or civil service status) who resign and return within 31 days of such resignation.

- vii. A provisional employee who is appointed directly from one provisional appointment to another.
- viii. For employees whose circumstances were not anticipated by the parties, the First Deputy Commissioner of Labor Relations is empowered to issue, on a case-by-case basis, interpretations concerning application of this Section 4. Such case-by-case interpretations shall not be subject to the dispute resolution procedures set forth in Article VI of this Agreement.

d. The First Deputy Commissioner of Labor Relations may, after notification to the affected union(s), exempt certain hard to recruit titles from the provisions of subsection 4(a).

Section 5.

Each general increase provided herein, effective as of each indicated date, shall be applied to the rate in effect on the dates as specified in Section 3(c) of this Article. In the case of a promotion or other advancement to the indicated title on the effective date of the general increase specified in Section 3 of this Article, such general increase shall not be applied, but the general increase, if any, for the title formerly occupied, effective on the date indicated shall be applied.

Section 6.

In the case of an Employee on leave of absence without pay the salary rate of such Employee shall be changed to reflect the salary adjustments specified in Article III.

Section 7. Advancement Increases

A person permanently employed by the Employer who is appointed or promoted on a permanent, provisional, or temporary basis in accordance with the Personnel Rules and Regulations of the City of New York or, where the Personnel Rules and Regulations of the City of New York are not applicable to a public employer, such other Rules or Regulations as are applicable to the public employer, without a break in service to any of the following title(s) from another title in the direct line of promotion or from another title in the Career and Salary Plan, the minimum rate of which is exceeded by at least 8 percent by the minimum rate of the title to which appointed or promoted, shall receive upon the date of such appointment or promotion either the minimum basic salary for the title to which such appointment or promotion is made, or the salary received or receivable in the lower title plus the specified advancement increase, whichever is greater:

UNIT "A"

| <u>Title</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|--|---------------|---------------|
| Air Pollution Control Engineer | \$1,954 | \$2,013 |
| Architect (including specialty) | \$1,954 | \$2,013 |
| Architectural Specialist Level I | \$2,541 | \$2,617 |
| Assistant Air Pollution Control Engineer | \$1,778 | \$1,831 |
| Assistant Architect | \$1,778 | \$1,831 |
| Assistant Area Manager of School Maintenance | \$2,328 | \$2,398 |
| Assistant Chemical Engineer | \$1,778 | \$1,831 |
| Assistant Chemist (including specialties) | \$1,778 | \$1,831 |

| <u>Title</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|---|---------------|---------------|
| Assistant Civil Engineer | \$1,778 | \$1,831 |
| Assistant Coordinator of Highway Transportation Studies | \$2,328 | \$2,398 |
| Assistant Director of Technical Services (Air Pollution Control) | \$2,448 | \$2,521 |
| Assistant Director of Technical Services (Emissions Inventory - Stationary Sources) | \$2,448 | \$2,521 |
| Assistant Electrical Engineer | \$1,778 | \$1,831 |
| Assistant Engineer (Accounting) | \$1,778 | \$1,831 |
| Assistant Environmental Engineer | \$1,778 | \$1,831 |
| Assistant Health Facilities Planner | \$1,954 | \$2,013 |
| Assistant Landscape Architect | \$1,778 | \$1,831 |
| Assistant Mechanical Engineer | \$1,778 | \$1,831 |
| Assistant Plan Examiner (Buildings) | \$1,954 | \$2,013 |
| Assistant Project Coordinator | \$1,778 | \$1,831 |
| Assistant Signal Circuit Engineer | \$1,778 | \$1,831 |
| Assistant Surveyor | \$1,954 | \$2,013 |
| Associate Air Pollution Inspector Level I | \$1,527 | \$1,573 |
| Associate Chemist Level I (after 1 year in title) | \$1,778 | \$1,831 |
| Associate City Planner | \$2,328 | \$2,398 |
| Associate Engineering Technician Level I | \$1,592 | \$1,640 |
| Associate Graphic Artist | \$1,778 | \$1,831 |
| Associate Housing Development Specialist | \$2,328 | \$2,398 |
| Associate Landmarks Preservationist | \$1,954 | \$2,013 |
| Associate Project Manager | \$1,954 | \$2,013 |
| Associate Space Analyst | \$1,954 | \$2,013 |
| Chemical Engineer | \$1,954 | \$2,013 |
| Chemist (including specialties) | \$1,954 | \$2,013 |
| Chief Supervisor of Mechanical Installations | \$2,328 | \$2,398 |
| Civil Engineer (including specialties) | \$1,954 | \$2,013 |
| Construction Manager (including specialties) | \$2,328 | \$2,398 |
| Director of Intersectional Traffic Control | \$2,328 | \$2,398 |
| Electrical Engineer (including specialties) | \$1,954 | \$2,013 |
| Engineer (Accounting) (CE & S) | \$1,954 | \$2,013 |
| Engineer-Assessor (all specialties) | \$1,954 | \$2,013 |
| Engineering Specialist Level I | \$2,541 | \$2,617 |
| Environmental Engineer Level I | \$1,954 | \$2,013 |
| General Superintendent of Construction (including specialties) | \$2,328 | \$2,398 |
| General Superintendent of Construction and Repairs | \$2,328 | \$2,398 |
| General Supervisor of Building Maintenance (all fields) | \$1,954 | \$2,013 |
| Geologist | \$1,954 | \$2,013 |
| Graphic Artist Level II | \$1,778 | \$1,831 |
| Health Facilities Planner | \$2,448 | \$2,521 |
| Landscape Architect | \$1,954 | \$2,013 |
| Mechanical Engineer (including specialties) | \$1,954 | \$2,013 |
| Medical Equipment Specialist | \$1,778 | \$1,831 |
| Physicist (including specialties) | \$1,954 | \$2,013 |
| Plan Examiner (Buildings) | \$2,328 | \$2,398 |
| Planner | \$1,954 | \$2,013 |
| Principal Air Pollution Control Engineer | \$2,448 | \$2,521 |
| Principal Air Pollution Inspector | \$1,901 | \$1,958 |
| Principal Chemical Engineer | \$2,448 | \$2,521 |
| Principal Chemist (including specialties) | \$2,328 | \$2,398 |
| Principal Civil Engineer (including specialties) | \$2,448 | \$2,521 |

| <u>Title</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|--|---------------|---------------|
| Principal Electrical Engineer | \$2,448 | \$2,521 |
| Principal Engineer | \$2,448 | \$2,521 |
| Principal Fire Prevention Inspector | \$1,901 | \$1,958 |
| Principal Illustrator | \$1,901 | \$1,958 |
| Principal Mechanical Engineer | \$2,448 | \$2,521 |
| Principal Physicist | \$2,328 | \$2,398 |
| Principal Planner | \$2,328 | \$2,398 |
| Principal Urban Designer | \$2,448 | \$2,521 |
| Project Coordinator | \$1,954 | \$2,013 |
| Project Development Coordinator | \$1,954 | \$2,013 |
| Project Manager (HHC only) | \$2,328 | \$2,398 |
| Project Services Specialist | \$1,954 | \$2,013 |
| Senior Air Pollution Control Engineer | \$2,328 | \$2,398 |
| Senior Air Pollution Inspector | \$1,527 | \$1,573 |
| Senior Architect (including specialties) | \$2,328 | \$2,398 |
| Senior Automotive Specialist | \$2,328 | \$2,398 |
| Senior Chemical Engineer | \$2,328 | \$2,398 |
| Senior Chemist (including specialties) | \$2,328 | \$2,398 |
| Senior Civil Engineer (including Specialist) | \$2,328 | \$2,398 |
| Senior Electrical Engineer (including Specialist) | \$2,328 | \$2,398 |
| Senior Engineer (Accounting) | \$2,328 | \$2,398 |
| Senior Engineer (Safety) | \$2,328 | \$2,398 |
| Senior Engineer (Cranes) | \$2,328 | \$2,398 |
| Senior Engineer-Assessor | \$2,328 | \$2,398 |
| Senior Engineering Technician (including specialties, JOP) | \$1,592 | \$1,640 |
| Senior Environmental Control Technician | \$1,592 | \$1,640 |
| Senior Estimator (including specialties) | \$1,954 | \$2,013 |
| Senior Fire Prevention Inspector | \$1,405 | \$1,447 |
| Senior Geologist | \$2,328 | \$2,398 |
| Senior Health Facilities Planner | \$2,448 | \$2,521 |
| Senior Highway Transportation Specialist | \$1,954 | \$2,013 |
| Senior Hull & Machinery Inspector | \$1,527 | \$1,573 |
| Senior Industrial Engineer | \$2,328 | \$2,398 |
| Senior Landscape Architect | \$2,328 | \$2,398 |
| Senior Mechanical Engineer (including specialties) | \$2,328 | \$2,398 |
| Senior Meteorologist | \$1,778 | \$1,831 |
| Senior Painting Inspector | \$1,527 | \$1,573 |
| Senior Physicist (including specialties) | \$2,328 | \$2,398 |
| Senior Plan Examiner (Buildings) | \$2,448 | \$2,521 |
| Senior Planner | \$2,328 | \$2,398 |
| Senior Project Coordinator | \$2,328 | \$2,398 |
| Senior Project Development Coordinator | \$2,328 | \$2,398 |
| Senior Project Services Specialist | \$2,328 | \$2,398 |
| Senior Scientist (Radiation Control) | \$2,328 | \$2,398 |
| Senior Supervisor of Mechanical Installations | \$2,328 | \$2,398 |
| Senior Traffic Control Inspector | \$1,527 | \$1,573 |
| Senior Urban Designer | \$2,328 | \$2,398 |
| Senior Waterfront Construction Inspector | \$1,527 | \$1,573 |
| Superintendent of Construction | \$1,954 | \$2,013 |
| Superintendent of Construction and Repairs | \$1,954 | \$2,013 |
| Supervising Air Pollution Inspector | \$1,715 | \$1,766 |

| <u>Title</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|--|---------------|---------------|
| Supervising Environmental Control Technician | \$1,778 | \$1,831 |
| Supervising Fire Prevention Inspector | \$1,527 | \$1,573 |
| Supervising Hull & Machinery Inspector | \$1,715 | \$1,766 |
| Supervising Traffic Control Inspector | \$1,715 | \$1,766 |
| Supervisor of Diesel Engine Maintenance | \$1,954 | \$2,013 |
| Supervisor of Electrical Installations | \$1,954 | \$2,013 |
| Supervisor of Electrical Installations & Maintenance Level I | \$1,954 | \$2,013 |
| Supervisor of Mechanical Installations | \$1,954 | \$2,013 |
| Supervisor of Mechanical Installations & Maintenance Level I | \$1,954 | \$2,013 |
| Surveyor | \$2,328 | \$2,398 |
| Telemetric Systems Specialist | \$2,328 | \$2,398 |
| Traffic Control Inspector Level II | \$1,527 | \$1,573 |
| Traffic Control Inspector Level III | \$1,715 | \$1,766 |
| Urban Designer | \$1,954 | \$2,013 |

UNIT "B"

| <u>Title</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|---|---------------|---------------|
| Assistant Programs Manager | \$1,715 | \$1,766 |
| Chief Supervisor of Radio Operations | \$2,079 | \$2,141 |
| Chief Supervisor of Television Operations | \$2,079 | \$2,141 |
| Film Manager | \$1,715 | \$1,766 |
| Musical Supervisor | \$1,347 | \$1,387 |
| Program Manager | \$2,079 | \$2,141 |
| Senior Announcer | \$1,347 | \$1,387 |
| Senior Radio Operator | \$1,347 | \$1,387 |
| Supervisor of Radio Operations | \$1,715 | \$1,766 |
| Supervisor of Television Operations | \$1,715 | \$1,766 |

Section 8. Level Increases

An employee when assigned to a higher level within a class of positions listed in this subsection shall receive for the period of such higher level assignment either the minimum basic salary of the assigned level or the rate received in the former assignment level plus the level increase specified below whichever is greater. Assignments to a higher level shall not be considered a promotion.

UNIT "A"

| <u>TITLE</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|---|---------------|---------------|
| Air Pollution Control Engineer Level II | \$2,541 | \$2,617 |
| Air Pollution Control Engineer Level III | \$2,750 | \$2,833 |
| Architect (including specialties) Level II | \$2,541 | \$2,617 |
| Architect (including specialties) Level III | \$2,750 | \$2,833 |

| | | |
|---|---------|---------|
| Architectural Specialist Level II | \$2,750 | \$2,833 |
| Associate Air Pollution Inspector Level II | \$1,715 | \$1,766 |
| Associate Air Pollution Inspector Level III | \$1,901 | \$1,958 |
| Associate Chemist Level II | \$1,954 | \$2,013 |
| Associate Chemist Level III | \$2,328 | \$2,398 |
| Associate Chemist Level IV | \$2,328 | \$2,398 |
| Associate City Planner Level II | \$2,328 | \$2,398 |
| Associate Engineering Technician Level II | \$1,778 | \$1,831 |
| Associate Project Manager Level II | \$2,328 | \$2,398 |
| Associate Urban Designer Level II | \$2,328 | \$2,398 |
| Associate Urban Designer Level III | \$2,448 | \$2,521 |
| Chemical Engineer Level II | \$2,541 | \$2,617 |
| Chemical Engineer Level III | \$2,750 | \$2,833 |
| City Planner Level II | \$1,954 | \$2,013 |
| City Planner Level III | \$2,328 | \$2,398 |
| City Planner Level IV | \$2,328 | \$2,398 |
| City Research Scientist Level II | \$2,448 | \$2,521 |
| City Research Scientist Level III | \$2,448 | \$2,521 |
| Civil Engineer (including specialties) Level II | \$2,541 | \$2,617 |
| Civil Engineer (including specialties) Level III | \$2,750 | \$2,833 |
| Construction Project Manager Level II | \$1,954 | \$2,013 |
| Construction Project Manager Level III | \$2,328 | \$2,398 |
| Criminalist Level III | \$1,716 | \$1,767 |
| Criminalist Level IV | \$1,716 | \$1,767 |
| Electrical Engineer (including specialties) Level II | \$2,541 | \$2,617 |
| Electrical Engineer (including specialties) Level III | \$2,750 | \$2,833 |
| Engineering Specialist Level II | \$2,750 | \$2,833 |
| Engineering Technician (including specialties) Level II | \$1,347 | \$1,387 |
| Environmental Engineer Level II | \$2,541 | \$2,617 |
| Environmental Engineer Level III | \$2,750 | \$2,833 |
| Highway Transportation Specialist Level II | \$1,954 | \$2,013 |
| Highway Transportation Specialist Level III | \$2,328 | \$2,398 |
| Housing Development Specialist Level II | \$1,954 | \$2,013 |
| Instrumentation Specialist Level II | \$1,592 | \$1,640 |
| Instrumentation Specialist Level III | \$1,778 | \$1,831 |
| Landmarks Preservationist Level II | \$1,954 | \$2,013 |
| Landscape Architect Level II | \$2,541 | \$2,617 |
| Landscape Architect Level III | \$2,750 | \$2,833 |
| Mechanical Engineer (including specialties) Level II | \$2,541 | \$2,617 |
| Mechanical Engineer (including specialties) Level III | \$2,750 | \$2,833 |
| Physicist Level II | \$1,954 | \$2,013 |
| Physicist Level III | \$2,328 | \$2,398 |
| Research Scientist Level II | \$2,448 | \$2,521 |

| | | |
|--|---------|---------|
| Research Scientist Level III | \$2,448 | \$2,521 |
| Scientist (Radiation Control) Level II | \$1,954 | \$2,013 |
| Scientist (Radiation Control) Level III | \$2,328 | \$2,398 |
| Space Analyst Level II | \$1,954 | \$2,013 |
| Supervisor of Electrical Installations & Maintenance Level II | \$1,954 | \$2,013 |
| Supervisor of Mechanical Installations & Maintenance Level II | \$1,954 | \$2,013 |
| Supervisor of Mechanical Installations & Maintenance Level III | \$2,328 | \$2,398 |
| Supervisor of Mechanical Installations & Maintenance Level IV | \$2,328 | \$2,398 |

Section 9. Service Increments

a. For employees whose service increment became pensionable before March 3, 2008:

i. The service increments set forth below shall be paid to eligible employees listed in Section 9(a)(iii) upon completion of the specified years of service:

| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------|--------------------|--------------------|
| After 5 years | \$1,389 | \$1,431 |
| After 10 years | \$2,858 (+\$1,469) | \$2,944 (+\$1,513) |
| After 15 years | \$4,327 (+1,470) | \$4,457 (+1,513) |

ii. Service eligibility for the service increments described in this Section 9 is computed on the basis of the length of City service in the appropriate occupational group. Eligibility of new qualifiers for the increment shall be on the January 1, April 1, July 1, or October 1 subsequent to the employee's anniversary date. The service increment shall not be pensionable until the employee has received it for two years.

iii. Eligible Titles:

- Air Pollution Control Engineer
- Architect (all specialties)
- Architectural Specialist
- Assistant Area Manager of School Maintenance
- Assistant Coordinator of Highway Transportation Studies
- Assistant Director of Technical Services (Air Pollution Control)
- Assistant Director of Technical Services (Emissions Inventory)
- Assistant Health Facilities Planner
- Assistant Planner Examiner
- Assistant Surveyor
- Associate Chemist Level II, III, IV
- Associate City Planner Level I, II
- Associate Housing Development Specialist
- Associate Landmarks Preservationist
- Associate Space Analyst

Associate Project Manager Level I, II, III
 Associate Urban Designer Level I, II, III
 Automotive Specialist
 Chemical Engineer
 Chemical, Biological and Radiological Officer (Civil Defense)
 Chemist (all specialties)
 Chief Supervisor of Mechanical Installations
 City Planner Level II, III, IV
 Civil Engineer (all specialties)
 City Research Scientist Level II, III, IVA, IVB
 Construction Manager (all specialties)
 Construction Project Manager Level II, III
 Criminalist Level II, III, IV
 Director of Intersectional Traffic Control
 Electrical Engineer (all specialties)
 Engineer(Accounting)
 Engineer – Assessor
 Engineer Specialist
 Environmental Engineer
 General Superintendent of Construction (all specialties)
 General Superintendent of Construction and Repairs
 General Supervisor of Building Maintenance (all fields)
 General Supervisor of School Maintenance (all fields)
 Geologist
 Health Facilities Planner
 Highway Transportation Specialist Level II, III
 Housing Development Specialist Level II
 Landmarks Preservationist Level II
 Landscape Architect
 Mechanical Engineer (all specialties)
 Physicist II, III
 Plan Examiner (Buildings)
 Planner
 Principal Air Pollution Control Engineer
 Principal Chemical Engineer
 Principal Chemist (all specialties)
 Principal Civil Engineer (all specialties)
 Principal Electrical Engineer
 Principal Engineer
 Principal Mechanical Engineer
 Principal Physicist
 Principal Planner
 Principal Research Scientist (Biological Sciences) (HHC only)
 Principal Urban Designer

Project Coordinator
 Project Development Coordinator
 Project Manager (HHC only) Level II
 Project Services Specialist
 Railroad Signal Specialist Level I, II
 Research Scientist Levels I,II,III
 Scientist (Radiation Control) Level II, III
 Scientist (Water Ecology)
 Senior Air Pollution Control Engineer
 Senior Architect (all specialties)
 Senior Automotive Specialist
 Senior Chemical Engineer
 Senior Chemist (all specialties)
 Senior Civil Engineer (all specialties)
 Senior Electrical Engineer (all specialties)
 Senior Engineer (Accounting)
 Senior Engineer (Cranes)
 Senior Engineer (Safety)
 Senior Engineer-Assessor
 Senior Estimator (all specialties)
 Senior Geologist
 Senior Health Facilities Planner
 Senior Highway Transportation Specialist
 Senior Industrial Engineer
 Senior Landscape Architect
 Senior Mechanical Engineer (all specialties)
 Senior Physicist (all specialties)
 Senior Plan Examiner (Buildings)
 Senior Planner
 Senior Project Coordinator
 Senior Project Development Coordinator
 Senior Project Services Specialist
 Senior Scientist (Radiation Control)
 Senior Supervisor of Mechanical Installations
 Senior Urban Designer
 Space Analyst Level II
 Superintendent of Construction
 Superintendent of Construction and Repairs
 Supervisor of Diesel Engine Maintenance
 Supervisor of Electrical Installations
 Supervisor of Mechanical Installations
 Supervisor of Electrical Installations & Maintenance Level II
 Supervisor of Mech. Installations & Maintenance Level II, III, IV
 Surveyor

Surveyor Level IB
 Tax Map Cartographer Level IB, II
 Telemetric Systems Specialist
 Urban Designer

b. For employees who did not have a pensionable service increment before March 3, 2008:

i. The service increments set forth below shall be paid to eligible employees listed in Section 9(b)(ii) upon completion of the specified years of service:

| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------|--------------------|--------------------|
| After 5 years | \$1,465 | \$1,509 |
| After 10 years | \$3,014 (+\$1,549) | \$3,104 (+\$1,595) |
| After 15 years | \$4,564 (+1,550) | \$4,701 (+1,597) |

ii. Service eligibility for the service increments described in this Section 9 is computed on the basis of the length of City service in the appropriate occupational group. Eligibility of new qualifiers for the increment shall be on the January 1, April 1, July 1, or October 1 subsequent to the employee's anniversary date. The service increment shall not be pensionable until the employee has received it for two years.

iii. Eligible Titles:

- Air Pollution Control Engineer
- Architect (all specialties)
- Architectural Specialist
- Assistant Area Manager of School Maintenance
- Assistant Coordinator of Highway Transportation Studies
- Assistant Director of Technical Services (Air Pollution Control)
- Assistant Director of Technical Services (Emissions Inventory)
- Assistant Health Facilities Planner
- Assistant Planner Examiner
- Assistant Surveyor
- Associate Chemist Level II, III, IV
- Associate City Planner Level I, II
- Associate Housing Development Specialist
- Associate Landmarks Preservationist
- Associate Space Analyst
- Associate Project Manager Level I, II, III
- Associate Urban Designer Level I, II, III
- Automotive Specialist
- Chemical Engineer
- Chemical, Biological and Radiological Officer (Civil Defense)
- Chemist (all specialties)
- Chief Supervisor of Mechanical Installations
- City Planner Level II, III, IV

Civil Engineer (all specialties)
 City Research Scientist Level II, III, IVA, IVB
 Construction Manager (all specialties)
 Construction Project Manager Level II, III
 Criminalist Level II, III, IV
 Director of Intersectional Traffic Control
 Electrical Engineer (all specialties)
 Engineer(Accounting)
 Engineer – Assessor
 Engineer Specialist
 Environmental Engineer
 General Superintendent of Construction (all specialties)
 General Superintendent of Construction and Repairs
 General Supervisor of Building Maintenance (all fields)
 General Supervisor of School Maintenance (all fields)
 Geologist
 Health Facilities Planner
 Highway Transportation Specialist Level II, III
 Housing Development Specialist Level II
 Landmarks Preservationist Level II
 Landscape Architect
 Mechanical Engineer (all specialties)
 Physicist II, III
 Plan Examiner (Buildings)
 Planner
 Principal Air Pollution Control Engineer
 Principal Chemical Engineer
 Principal Chemist (all specialties)
 Principal Civil Engineer (all specialties)
 Principal Electrical Engineer
 Principal Engineer
 Principal Mechanical Engineer
 Principal Physicist
 Principal Planner
 Principal Research Scientist (Biological Sciences) (HHC only)
 Principal Urban Designer
 Project Coordinator
 Project Development Coordinator
 Project Manager (HHC only) Level II
 Project Services Specialist
 Railroad Signal Specialist Level I, II
 Research Scientist Levels I,II,III
 Scientist (Radiation Control) Level II, III
 Scientist (Water Ecology)

Senior Air Pollution Control Engineer
 Senior Architect (all specialties)
 Senior Automotive Specialist
 Senior Chemical Engineer
 Senior Chemist (all specialties)
 Senior Civil Engineer (all specialties)
 Senior Electrical Engineer (all specialties)
 Senior Engineer (Accounting)
 Senior Engineer (Cranes)
 Senior Engineer (Safety)
 Senior Engineer-Assessor
 Senior Estimator (all specialties)
 Senior Geologist
 Senior Health Facilities Planner
 Senior Highway Transportation Specialist
 Senior Industrial Engineer
 Senior Landscape Architect
 Senior Mechanical Engineer (all specialties)
 Senior Physicist (all specialties)
 Senior Plan Examiner (Buildings)
 Senior Planner
 Senior Project Coordinator
 Senior Project Development Coordinator
 Senior Project Services Specialist
 Senior Scientist (Radiation Control)
 Senior Supervisor of Mechanical Installations
 Senior Urban Designer
 Space Analyst Level II
 Superintendent of Construction
 Superintendent of Construction and Repairs
 Supervisor of Diesel Engine Maintenance
 Supervisor of Electrical Installations
 Supervisor of Mechanical Installations
 Supervisor of Electrical Installations & Maintenance Level II
 Supervisor of Mech. Installations & Maintenance Level II, III, IV
 Surveyor
 Surveyor Level IB
 Tax Map Cartographer Level IB, II
 Telemetric Systems Specialist
 Urban Designer

- iii. Effective March 3, 2017, employees in the following titles shall be eligible for the service increments listed in Section 9(b)(i) above:

Director (TV) Level I, II

Film Editor
 Film Manager
 Marine Electronics Technician
 Program Announcer Level I, II
 Program Producer Level I, II, III
 Radio & TV Operator Level I, II, III
 Supervisor of Radio and TV Operations Level I, II
 Supervisor of Radio Production
 Television Equipment Operator
 Television Lighting Technician

- iv. Effective March 3, 2017, employees in the following titles shall be eligible for ONLY the 5 and 10 year service increments listed in Section 9(b)(i) above:

Associate Operations Communication Specialist Level I, II
 Operations Communication Specialist Level I, II

Section 10. Longevity Differential

- a. i. The longevity differentials set forth below shall be paid to eligible employees listed in Section 10(a)(ii) upon completion of the specified number of years of service:

| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------|------------------|------------------|
| After 5 years | \$937 | \$965 |
| After 10 years | \$1,869 (+\$932) | \$1,925 (+\$960) |
| After 15 years | \$3,281 (+1,412) | \$3,379 (+1,454) |

- ii. Eligible Titles:

Assistant Air Pollution Control Engineer
 Assistant Architect
 Assistant Chemical Engineer
 Assistant Chemist (Including specialties)
 Assistant Civil Engineer
 Assistant Electrical Engineer
 Assistant Engineer (Accounting)
 Assistant Environmental Engineer
 Assistant Geologist
 Assistant Landscape Architect
 Assistant Mechanical Engineer
 Assistant Physicist (Including specialties)
 Assistant Planner
 Assistant Project Coordinator
 Assistant Project Development Coordinator
 Assistant Project Manager

Assistant Project Services Specialist
 Assistant Scientist (Radiation Control)
 Assistant Signal Circuit Engineer
 Assistant Space Analyst
 Assistant Superintendent of Construction
 Assistant Superintendent of Construction and Repairs
 Assistant Supervisor of Electrical Installations
 Assistant Supervisor of Mechanical Installations
 Assistant Urban Designer
 City Planner Level I
 Construction Project Manager Level I
 Estimator (Including specialties)
 Highway Transportation Specialist Level I
 Housing Development Specialist Level I
 Instrument Maker (Radiology)
 Landmarks Preservation Specialist
 Landmarks Preservationist Level I
 Medical Equipment Specialist
 Project Manager (Other than HHC)
 Project Manager (HHC only) Level I
 Scientist (Radiation Control) Level I
 Senior Meteorologist
 Space Analyst Level I
 Supervisor of Electrical Installations & Maintenance Level I
 Supervisor of Mechanical Installations & Maintenance Level I
 Supervisor of Building Maintenance (All Fields)
 Urban Archeologist

- b. i. The longevity differentials set forth below shall be paid to eligible employees listed in Section 10(b)(ii) in addition to the MCEA/DCEA longevity;

| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------|------------------|------------------|
| After 5 years | \$937 | \$965 |
| After 10 years | \$1,869 (+\$932) | \$1,925 (+\$960) |

ii. **Eligible titles:**

Air Pollution Inspector Level II
 Assistant Engineering Technician (Incl. JOP)
 Assistant Highway Transportation Specialist
 Associate Air Pollution Inspector Level I, II, III
 Associate Engineering Technician All Levels
 Associate Graphic Artist
 Cartographer (Civil Defense)

Chemical Engineering Drafter
City Planning Technician
Civil Engineering Drafter
Community Planning Board Coordinator
Computer Facilities Maintainer (FISA)
Construction Management Assistant
Electrical Engineering Drafter
Engineering Aide
Engineering Technician (Incl. spec.) All Levels
Engineering Technician Aide (JOP)
Environmental Control Technician
Forester
Graphic Artist
Illustrator
Instrumentation Specialist
Junior Architect
Junior Chemist
Junior Civil Engineer
Junior Drafter
Junior Electrical Engineer
Junior Health Facilities Planner
Junior Mechanical Engineer
Junior Physicist
Mechanical Engineering Drafter
Medical Equipment Repair Technician
Painting Inspector
Principal Air Pollution Inspector
Principal Illustrator
Safety Officer
Safety Specialist
Senior Air Pollution Inspector
Sr. Engineering Technician (Incl. spec.) (JOP)
Senior Environmental Control Technician
Senior Hull & Machinery Inspector
Senior Illustrator
Senior Painting Inspector
Senior Traffic Control Inspector
Senior Waterfront Construction Inspector
Supervising Air Pollution Inspector
Supervising Environmental Control Technician
Supervising Hull & Machinery Inspector
Supervising Traffic Control Inspector
Traffic Control Inspector Level I, II, III
Urban Technician

Waterfront Construction Inspector

- c. i. The longevity differentials set forth below shall be paid to eligible employees listed in Section 10(c)(ii) in addition to the MCEA/DCEA longevity;

| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------|------------------|------------------|
| After 5 years | \$760 | \$783 |
| After 10 years | \$1,519 (+\$759) | \$1,565 (+\$782) |

- ii. **Eligible titles:**

- Asbestos Hazard Investigator
 - Industrial Hygienist

- d. i. For the period from March 3, 2010 to March 2, 2017, the longevity differentials set forth below shall be paid to eligible employees listed in Section 10(d)(ii) in addition to the MCEA/DCEA longevity;

| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------|------------------|------------------|
| After 5 years | \$937 | \$965 |
| After 10 years | \$1,869 (+\$932) | \$1,925 (+\$960) |
| After 15 years | \$3,281 (+1,412) | \$3,379 (+1,454) |

- ii. **Eligible titles:**

- Director (TV) Level I, II
- Film Editor
- Film Manager
- Program Announcer Level I, II
- Program Producer Level I, II, III
- Radio & TV Operator Level I, II, III
- Supervisor of Radio and TV Operations Level I, II
- Supervisor of Radio Production
- Television Equipment Operator
- Television Lighting Technician

- iii. Effective March 3, 2017, the longevity differential for the titles listed in Section 10(d)(ii) shall cease.

- c. i. For the period from March 3, 2010 to March 2, 2017, the longevity differentials set forth below shall be paid to eligible employees listed in Section 10(e)(ii) in addition to the MCEA/DCEA longevity;

| <u>Years of Service</u> | <u>3/3/10</u> | <u>9/3/16</u> |
|-------------------------|------------------|------------------|
| After 5 years | \$760 | \$783 |
| After 10 years | \$1,519 (+\$759) | \$1,565 (+\$782) |

ii. Eligible titles:

Associate Operations Communication Specialist Level I, II
Operations Communication Specialist Level I, II

iii. Effective March 3, 2017, the longevity differential for the titles listed in Section 10(d)(ii) shall cease.

f. The longevity differentials described in this Section 10 do *not* become part of the basic salary rate. Service eligibility is computed on the basis of the length of service in the appropriate occupational group. Eligibility of new qualifiers for the longevity differential shall be on the January 1, April 1, July 1, or October 1 subsequent to the new qualifier's anniversary date. The longevity differential shall not be pensionable until the employee has received it for two years. When an employee receiving a longevity differential is promoted to a title eligible for a service increment described in Section 9 above, such employee shall no longer be eligible for the longevity differential. The employee shall solely be eligible to receive the appropriate service increment.

Section 11. Longevity Increment:

a. Employees with 15 years or more of "City" service in pay status [except those eligible for the service increment paid pursuant to Section 9 or the longevity differential paid pursuant to Section 10(a)] shall receive a longevity increment of \$800 per annum.

b. The rules for eligibility for the longevity increment described above in subsection 11(a), shall be set forth in Appendix A of this Agreement and are incorporated by reference herein.

c. Effective October 6, 2015, incumbents in the following titles with 15 years or more of "City" service in pay status shall be eligible to receive a longevity increment of \$800 per annum:

Administrative Architect (Non-Managerial)
Administrative City Planner (Non-Managerial)
Administrative Construction Project Manager (Non-Managerial)
Administrative Engineer (Non-Managerial)
Administrative Housing Development Specialist (Non-Managerial)
Administrative Inspector (Buildings) (Non-Managerial)
Administrative Landmarks Preservationist (Non-Managerial)
Administrative Landscape Architect (Non-Managerial)

d. Effective November 10, 2015, Incumbents in the following titles with 15 years or more of "City" service in pay status shall be eligible to receive a longevity increment of \$800 per annum:

Administrative Director of Laboratory (Water Quality) (Non-Managerial)
Administrative Project Director (HPD) (Non-Managerial)
Administrative Project Manager (Non-Managerial)

Section 12. Recurring Increment Payment

- a. Full-time employees covered by this Agreement, other than those listed in subsection 12(c) below, shall be eligible to receive the Recurring Increment Payments ("RIP") set forth below.

Effective March 3, 2010

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$97 | \$97 | 11 | \$101 | \$1,101 |
| 2 | \$98 | \$195 | 12 | \$101 | \$1,202 |
| 3 | \$98 | \$293 | 13 | \$101 | \$1,303 |
| 4 | \$101 | \$394 | 14 | \$101 | \$1,404 |
| 5 | \$101 | \$495 | 15 | \$101 | \$1,505 |
| 6 | \$101 | \$596 | 16 | \$101 | \$1,606 |
| 7 | \$101 | \$697 | 17 | \$101 | \$1,707 |
| 8 | \$101 | \$798 | 18 | \$115 | \$1,822 |
| 9 | \$101 | \$899 | 19 | \$115 | \$1,937 |
| 10 | \$101 | \$1,000 | 20 or more | \$115 | \$2,052 |

Effective September 3, 2011

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$98 | \$98 | 11 | \$102 | \$1,112 |
| 2 | \$99 | \$197 | 12 | \$102 | \$1,214 |
| 3 | \$99 | \$296 | 13 | \$102 | \$1,316 |
| 4 | \$102 | \$398 | 14 | \$102 | \$1,418 |
| 5 | \$102 | \$500 | 15 | \$102 | \$1,520 |
| 6 | \$102 | \$602 | 16 | \$102 | \$1,622 |
| 7 | \$102 | \$704 | 17 | \$102 | \$1,724 |
| 8 | \$102 | \$806 | 18 | \$116 | \$1,840 |
| 9 | \$102 | \$908 | 19 | \$116 | \$1,956 |
| 10 | \$102 | \$1,010 | 20 or more | \$116 | \$2,072 |

Effective September 3, 2012

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$99 | \$99 | 11 | \$103 | \$1,123 |
| 2 | \$100 | \$199 | 12 | \$103 | \$1,226 |
| 3 | \$100 | \$299 | 13 | \$103 | \$1,329 |
| 4 | \$103 | \$402 | 14 | \$103 | \$1,432 |
| 5 | \$103 | \$505 | 15 | \$103 | \$1,535 |
| 6 | \$103 | \$608 | 16 | \$103 | \$1,638 |
| 7 | \$103 | \$711 | 17 | \$103 | \$1,741 |
| 8 | \$103 | \$814 | 18 | \$117 | \$1,858 |
| 9 | \$103 | \$917 | 19 | \$117 | \$1,975 |
| 10 | \$103 | \$1,020 | 20 or more | \$117 | \$2,092 |

Effective September 3, 2013

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$100 | \$100 | 11 | \$104 | \$1,134 |
| 2 | \$101 | \$201 | 12 | \$104 | \$1,238 |
| 3 | \$101 | \$302 | 13 | \$104 | \$1,342 |
| 4 | \$104 | \$406 | 14 | \$104 | \$1,446 |
| 5 | \$104 | \$510 | 15 | \$104 | \$1,550 |
| 6 | \$104 | \$614 | 16 | \$104 | \$1,654 |
| 7 | \$104 | \$718 | 17 | \$104 | \$1,758 |
| 8 | \$104 | \$822 | 18 | \$118 | \$1,876 |
| 9 | \$104 | \$926 | 19 | \$118 | \$1,994 |
| 10 | \$104 | \$1,030 | 20 or more | \$118 | \$2,112 |

Effective September 3, 2014

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$102 | \$102 | 11 | \$106 | \$1,156 |
| 2 | \$103 | \$205 | 12 | \$106 | \$1,262 |
| 3 | \$103 | \$308 | 13 | \$106 | \$1,368 |
| 4 | \$106 | \$414 | 14 | \$106 | \$1,474 |
| 5 | \$106 | \$520 | 15 | \$106 | \$1,580 |
| 6 | \$106 | \$626 | 16 | \$106 | \$1,686 |
| 7 | \$106 | \$732 | 17 | \$106 | \$1,792 |
| 8 | \$106 | \$838 | 18 | \$120 | \$1,912 |
| 9 | \$106 | \$944 | 19 | \$120 | \$2,032 |
| 10 | \$106 | \$1,050 | 20 or more | \$120 | \$2,152 |

Effective September 3, 2015

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$105 | \$105 | 11 | \$109 | \$1,189 |
| 2 | \$106 | \$211 | 12 | \$109 | \$1,298 |
| 3 | \$106 | \$317 | 13 | \$109 | \$1,407 |
| 4 | \$109 | \$426 | 14 | \$109 | \$1,516 |
| 5 | \$109 | \$535 | 15 | \$109 | \$1,625 |
| 6 | \$109 | \$644 | 16 | \$109 | \$1,734 |
| 7 | \$109 | \$753 | 17 | \$109 | \$1,843 |
| 8 | \$109 | \$862 | 18 | \$123 | \$1,966 |
| 9 | \$109 | \$971 | 19 | \$123 | \$2,089 |
| 10 | \$109 | \$1,080 | 20 or more | \$123 | \$2,212 |

Effective September 3, 2016

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$108 | \$108 | 11 | \$112 | \$1,222 |
| 2 | \$109 | \$217 | 12 | \$112 | \$1,334 |
| 3 | \$109 | \$326 | 13 | \$112 | \$1,446 |
| 4 | \$112 | \$438 | 14 | \$112 | \$1,558 |

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 5 | \$112 | \$550 | 15 | \$112 | \$1,670 |
| 6 | \$112 | \$662 | 16 | \$112 | \$1,782 |
| 7 | \$112 | \$774 | 17 | \$112 | \$1,894 |
| 8 | \$112 | \$886 | 18 | \$127 | \$2,021 |
| 9 | \$112 | \$998 | 19 | \$127 | \$2,148 |
| 10 | \$112 | \$1,110 | 20 or more | \$127 | \$2,275 |

Effective March 3, 2017

| <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> | <u>Years of City Service</u> | <u>Increment</u> | <u>Total RIP</u> |
|------------------------------|------------------|------------------|------------------------------|------------------|------------------|
| 1 | \$143 | \$143 | 11 | \$144 | \$1,580 |
| 2 | \$143 | \$286 | 12 | \$144 | \$1,724 |
| 3 | \$143 | \$429 | 13 | \$144 | \$1,868 |
| 4 | \$143 | \$572 | 14 | \$144 | \$2,012 |
| 5 | \$144 | \$716 | 15 | \$144 | \$2,156 |
| 6 | \$144 | \$860 | 16 | \$144 | \$2,300 |
| 7 | \$144 | \$1,004 | 17 | \$144 | \$2,444 |
| 8 | \$144 | \$1,148 | 18 | \$145 | \$2,589 |
| 9 | \$144 | \$1,292 | 19 | \$145 | \$2,734 |
| 10 | \$144 | \$1,436 | 20 or more | \$145 | \$2,879 |

- b. The RIPs shall be based upon years of City service and shall be paid in addition to the service increment set forth in Section 9, the longevity differential set forth in Section 10 or the longevity increment set forth in Section 11. RIPs shall be payable on the January 1, April 1, July 1, or October 1 subsequent to the qualifying employee's anniversary date, subject to the rules for eligibility set forth in Appendix B of this Agreement.
- c. Employees in the following titles are not eligible to receive the RIPs set forth in Section 12(a) above:

- Administrative Architect (Non-Managerial)
- Administrative City Planner (Non-Managerial)
- Administrative Construction Project Manager (Non-Managerial)
- Administrative Engineer (Non-Managerial)
- Administrative Housing Development Specialist (Non-Managerial)
- Administrative Inspector (Buildings) (Non-Managerial)
- Administrative Landmarks Preservationist (Non-Managerial)
- Administrative Landscape Architect (Non-Managerial)
- Administrative Director of Laboratory (Water Quality) (Non-Managerial)
- Administrative Project Director (HPD) (Non-Managerial)
- Administrative Project Manager (Non-Managerial)

Section 13. Uniform Allowance

A uniform allowance in the pro-rata annual amount set forth below shall be provided to those employees of the Department of Housing Preservation and Development who are assigned to the Office of Enforcement and Neighborhood Services in the following divisions: Housing Litigation Division (HLD); Special Enforcement Unit (SEU); Division of Maintenance (DOM); Alternative Enforcement Services; and Division of Neighborhood Preservation, and who are required to wear uniforms.

| <u>Effective</u> <u>11/1/10</u> | <u>Effective</u> <u>9/3/16</u> |
|------------------------------------|-----------------------------------|
| \$100/annum | \$103/annum |

The Uniform Allowance payable in December 2010 shall be in the pro-rated amount of \$50.00.

ARTICLE IV - WELFARE FUND

Section 1.

- a. In accordance with the election by the Union pursuant to the provisions of Article XIII of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the Welfare Fund provisions of the 1995-01 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement.
- b. When an election is made by the Union pursuant to the provisions of Article XIII, Section 1(b), of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the provisions of Article XIII, Section 1(b) of the 1995-01 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement, and when such election is made, the Union hereby waives its right to training, education and/or legal services contributions provided in this Agreement, if any. In no case shall the single contribution provided in Article XIII, Section 1(b) of the 1995-01 Citywide Agreement, as amended or any successor agreement(s) thereto, exceed the total amount that the Union would have been entitled to receive if the separate contributions had continued.

Section 2.

The Unions agree to provide welfare fund benefits to domestic partners of covered employees in the same manner as those benefits are provided to spouses of married covered employees.

Section 3.

In accordance with the Health Benefits Agreement dated January 11, 2001, each welfare fund shall provide welfare fund benefits equal to the benefits provided on behalf of an active employee to widow(er)s, domestic partners and/or children of any employee who dies in the line of duty as that term is referenced in Section 12-126(b)(2) of the New York City Administrative Code. The cost of providing this benefit shall be funded by the Stabilization Fund.

Section 4.

This Agreement incorporates the terms of the May 5, 2014 Letter Agreement regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee, as appended to this agreement.

Section 5.

This Agreement incorporates the terms of the January 12, 2017 Letter Agreement regarding welfare fund contributions, as appended to this agreement.

ARTICLE V - PRODUCTIVITY AND PERFORMANCE

Introduction

Delivery of municipal services in the most efficient, effective and courteous manner is of paramount importance to the Employer and the Union. Such achievement is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. To achieve and maintain a high level of effectiveness, the parties hereby agree to the following terms:

Section 1. - Performance Levels

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise performance standards or norms notwithstanding the existence of prior performance levels, norms or standards. Such standards, developed by usual work measurement procedures, may be used to determine acceptable performance levels, to prepare work schedules and to measure the performance of each Employee or group of Employees. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on Employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of performance standards or norms hereunder.
- b. Employees who work at less than acceptable levels of performance may be subject to disciplinary measures in accordance with applicable law.

Section 2. - Supervisory Responsibility

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise standards for supervisory responsibility in achieving and maintaining performance levels of supervised employees for Employees in supervisory positions listed in Article I, Section 1, of this Agreement. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of standards for supervisory responsibility hereunder.
- b. Employees who fail to meet such standards may be subject to disciplinary measures in accordance with applicable law.

Section 3. - Performance Compensation

The Union acknowledges the Employer's right to pay additional compensation for outstanding performance.

The Employer agrees to notify the Union of its intent to pay such additional compensation.

ARTICLE VI - GRIEVANCE PROCEDURE

Section 1. - Definition:

The term "Grievance" shall mean:

- a. A dispute concerning the application or interpretation of the terms of this Agreement;
- b. A claimed violation, misinterpretation or misapplication of the rules or regulations, *written* policy or orders of the Employer applicable to the agency which employs the grievant affecting terms and conditions of employment; provided, disputes involving the Personnel Rules and Regulations of the City of New York or the Rules and Regulations of the Health and Hospitals Corporation with respect to those matters set forth in the first paragraph of Section 7390.1 of the Unconsolidated Laws shall not be subject to the grievance procedure or arbitration;
- c. A claimed assignment of Employees to duties substantially different from those stated in their job specifications;
- d. A claimed improper holding of an open-competitive rather than a promotional examination;
- e. A claimed wrongful disciplinary action taken against a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation upon whom the agency head has served written charges of incompetence or misconduct while the Employee is serving in the Employee's permanent title or which affects the Employee's permanent status.
- f. Failure to serve written charges as required by Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation upon a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation where any of the penalties (including a fine) set forth in Section 75(3) of the Civil Service Law have been imposed.
- g. A claimed wrongful disciplinary action taken against an eligible provisional employee of a Mayoral agency who has served without a break in service for two years in the same or similar title or related occupational group in the same agency on a full-time per annum or full-time per diem basis and assigned regularly to work the normal, full-time work week established for that title.
- h. A claimed wrongful disciplinary action taken against a full-time non-competitive employee with one year of service in title, except for employees during the period of a mutually-agreed upon extension of probation. This provision shall not apply to non-competitive class employees with rights pursuant to Section 75(1) of the Civil Service Law.

Section 2.

The Grievance Procedure, except for grievances as defined in Sections 1(d), 1(e), 1(g) and 1(h) of this Article VI, shall be as follows:

Employees may at any time informally discuss with their supervisors a matter which may become a grievance. If the results of such a discussion are unsatisfactory, the Employees may present the grievance at STEP I.

All grievances must be presented in writing at all steps in the grievance procedure. For all grievances as defined in Section 1(c), no monetary award shall in any event cover any period prior to the date of the filing of the STEP I grievance unless such grievance has been filed within thirty (30) days of the assignment to alleged out-of-title work. No monetary award for a grievance alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be issued unless such grievance has been filed within the time limitation set forth in STEP I below for such grievances; if the grievance is so filed, any monetary award shall in any event cover only the period up to six years prior to the date of the filing of the grievance.

STEP I The Employee and/or the Union shall present the grievance in the form of a memorandum to the person designated for such purpose by the agency head no later than 120 days after the date on which the grievance arose except that grievances alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be presented no later than 120 days after the first date on which the grievant discovered the payroll error. The Employee may also request an appointment to discuss the grievance and such request shall be granted. The person designated by the Employer to hear the grievance shall take any steps necessary to a proper disposition of the grievance and shall issue a determination in writing by the end of the third work day following the date of submission.

The following STEP I(a) shall be applicable only in the Health and Hospitals Corporation in the case of grievances arising under Section 1(a) through 1(c) of this Article and shall be applied prior to Step II of this Section:

STEP I(a) An appeal from an unsatisfactory determination at STEP I shall be presented in writing to the person designated by the agency head for such purpose. An appeal must be made within five (5) work days of the receipt of the STEP I determination. A copy of the grievance appeal shall be sent to the person who initially passed upon the grievance. The person designated to receive the appeal at this STEP I shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination to the Employee and/or the Union by the end of the fifth work day following the day on which the appeal was filed.

STEP II An appeal from an unsatisfactory determination at STEP I or STEP I(a), where applicable, shall be presented in writing to the agency head or the agency head's designated representative who shall not be the same person designated in STEP I. An appeal must be made within five (5) work days of the receipt of the STEP I or STEP I(a) determination. The agency head or designated representative, if any, shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination in writing by the end of the tenth work day following the date on which the appeal was filed.

STEP III An appeal from an unsatisfactory determination at STEP II shall be presented by the Employee and/or the Union to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the STEP II determination. The grievant or the Union should submit copies of the STEP I and STEP II grievance filings and any agency responses thereto. Copies of such appeal shall be sent to the agency head. The Commissioner of Labor Relations or the Commissioner's designee shall review all appeals from STEP II determinations and shall issue a determination on such appeals within fifteen (15) work days following the date on which the appeal was filed.

STEP IV An appeal from an unsatisfactory determination at STEP III may be brought solely by the Union to the Office of Collective Bargaining for impartial arbitration within fifteen (15) work days of receipt of the STEP III determination. In addition, the Employer shall have the right to bring directly to arbitration any dispute between the parties concerning any matter defined herein as a "grievance". The Employer shall commence such arbitration by submitting a written request therefor to the Office of Collective Bargaining. A copy of

the notice requesting impartial arbitration shall be forwarded to the opposing party. The arbitration shall be conducted in accordance with the Title 61 of the Rules of the City Of New York. The costs and fees of such arbitration shall be borne equally by the Union and the Employer.

The arbitrator's decision, order or award (if any) shall be limited to the application and interpretation of the Agreement, and the arbitrator shall not add to, subtract from or modify the Agreement. The arbitrator's award shall be final and binding and enforceable in any appropriate tribunal in accordance with Article 75 of the Civil Practice Law and Rules. The arbitrator may provide for and direct such relief as the arbitrator deems necessary and proper, subject to the limitations set forth above and any applicable limitations of law.

Section 3.

As a condition to the right of the Union to invoke impartial arbitration set forth in this Article, including the arbitration of a grievance involving a claimed improper holding of an open-competitive rather than a promotional examination, the Employee or Employees and the Union shall be required to file with the Director of the Office of Collective Bargaining a written waiver of the right, if any, of such Employee(s) and the Union to submit the underlying dispute to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's award.

Section 4.

- a. Any grievance under Section 1(d) relating to a claimed improper holding of an open-competitive rather than a promotional examination shall be presented in writing by the Employee or the Union representative to the Commissioner of Labor Relations not later than thirty (30) days after the notice of the intention to conduct such open-competitive examination, or copy of the appointing officer's request for such open-competitive examination, as the case may be, has been posted in accordance with Section 51 of the Civil Service Law. The grievance shall be considered and passed upon within ten (10) days after its presentation. The determination shall be in writing, copies of which shall be transmitted to both parties to the grievance upon issuance.
- b. A grievance relating to the use of an open-competitive rather than a promotional examination which is unresolved by the Commissioner of Labor Relations may be brought to impartial arbitration as provided in Sections 2 and 3 above. Such a grievance shall be presented by the Union, in writing, for arbitration within 15 days of the presentation of such grievance to the Commissioner of Labor Relations, and the arbitrator shall decide such grievance within 75 days of its presentation to the arbitrator. The party requesting such arbitration shall send a copy of such request to the other party. The costs and fees of such arbitration shall be borne equally by the Employer and the Union.

Section 5. Disciplinary Procedure for Permanent Employees Subject to Section 75(1)

In any case involving a grievance under Section 1(e) of this Article, the following procedure shall govern upon service of written charges of incompetence or misconduct:

STEP A Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any

steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

If the Employee is satisfied with the determination in STEP A above, the Employee may choose to accept such determination as an alternative to and in lieu of a determination made pursuant to the procedures provided for in Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation. As a condition of accepting such determination, the Employee shall sign a waiver of the Employee's right to the procedures available to him or her under Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation.

STEP B(i) If the Employee is not satisfied with the determination at STEP A above then the Employer shall proceed in accordance with the disciplinary procedures set forth in Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation. As an alternative, the Union with the consent of the Employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement, including the right to proceed to binding arbitration pursuant to STEP IV of such Grievance Procedure. As a condition for submitting the matter to the Grievance Procedure the Employee and the Union shall file a written waiver of the right to utilize the procedures available to the Employee pursuant to Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation or any other administrative or judicial tribunal, except for the purpose of enforcing an arbitrator's award, if any. Notwithstanding such waiver, the period of an Employee's suspension without pay pending hearing and determination of charges shall not exceed thirty (30) days.

STEP B(ii) If the election is made to proceed pursuant to the Grievance Procedure, an appeal from the determination of STEP A above, shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of the determination. The agency head or designated representative shall meet with the Employee and the Union for review of the grievance and shall issue a determination to the Employee and the Union by the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totalling more than thirty (30) days, the Union with the consent of the grievant may elect to skip STEP C of this Section and proceed directly to STEP D.

STEP C If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and the Union within fifteen (15) work days.

STEP D If the grievant is not satisfied with the determination of the Commissioner of Labor Relations, the Union with the consent of the grievant may proceed to arbitration pursuant to the procedures set forth in STEP IV of the Grievance Procedure set forth in this Agreement.

Section 6. Provisional Disciplinary Procedure

In any case involving a grievance under Section 1(g) of this Article, the "Disciplinary Procedure for Provisional Employees", including side-letter, appended, shall govern.

Section 7. Non-Competitive Disciplinary Procedure

In any case involving a grievance under Section 1(h) of this Article, the following procedures shall apply upon service of charges of incompetence or misconduct:

STEP A Following the service of written charges upon an employee a conference with such employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at STEP I of the Grievance Procedure set forth in this agreement. The employee may be represented at such conference

by a representative of the Union. At the conference the person designated by the agency head to review the charges shall: (1) verbally communicate to the employee any information reasonably necessary for the employee to understand the nature of the charges; (2) furnish to the employee copies of documentary evidence necessary to support the charges; and (3) furnish to the employee the names of potential witnesses except under unusual circumstances. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

STEP B If the employee is dissatisfied with the determination in STEP A above, he or she may appeal such determination. The appeal must be made within five (5) working days of the receipt of such determination. Such appeal shall be treated as a grievance appeal beginning with STEP II of the Grievance Procedure set forth herein.

Section 8.

A grievance concerning a large number of Employees and which concerns a claimed misinterpretation, inequitable application, violation or failure to comply with the provisions of this *Agreement* may be filed directly at STEP III of the grievance procedure except that a grievance concerning Employees of the Health and Hospitals Corporation may be filed directly at STEP II of the grievance procedure. Such "group" grievance must be filed no later than 120 days after the date on which the grievance arose, and all other procedural limits, including time limits, set forth in this Article shall apply. All other individual grievances in process concerning the same issue shall be consolidated with the "group" grievance.

Section 9.

If a determination satisfactory to the Union at any level of the Grievance Procedure is not implemented within a reasonable time, the Union may re-institute the original grievance at STEP III of the Grievance Procedure; or if a satisfactory STEP III determination has not been so implemented, the Union may institute a grievance concerning such failure to implement at STEP IV of the Grievance Procedure.

Section 10.

If the Employer exceeds any time limit prescribed at any step in the Grievance Procedure, the grievant and/or the Union may invoke the next step of the procedure, except that only the Union may invoke impartial arbitration under STEP IV.

Section 11.

The Employer shall notify the Union in writing of all grievances filed by employees, all grievance hearings, and all determinations. The Union shall have the right to have a representative present at any grievance hearing and shall be given forty-eight (48) hours' notice of all grievance hearings.

Section 12.

Each of the steps in the Grievance Procedure, as well as time limits prescribed at each step of this Grievance Procedure, may be waived by mutual agreement of the parties.

Section 13.

A non-Mayoral agency not covered by this Agreement but which employs employees in titles identical to those covered by this Agreement may elect to permit the Union to appeal an unsatisfactory determination received at the last step of its Grievance Procedure prior to arbitration on fiscal matters only to the Commissioner of Labor Relations. If such election is made, the Union shall present its appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the last step determination. The Union should submit copies of the grievance filings at the prior steps of its Grievance

Procedure and any agency responses thereto. Copies of such appeals shall be sent to the agency head. The Commissioner of Labor Relations, or the Commissioner's designee, shall review all such appeals and answer all such appeals within fifteen (15) work days. An appeal from a determination of the Commissioner of Labor Relations may be taken to arbitration under procedures, if any, applicable to the non-Mayoral agency involved.

Section 14.

The grievance and the arbitration procedure contained in this Agreement shall be the exclusive remedy for the resolution of disputes defined as "grievances" herein. This shall not be interpreted to preclude either party from enforcing the arbitrator's award in court. This Section shall not be construed in any manner to limit the statutory rights and obligations of the Employer under Article XIV of the Civil Service Law.

Section 15. Expedited Arbitration Procedure.

- a. The parties agree that there is a need for an expedited arbitration process which would allow for the prompt adjudication of grievances as set forth below.
- b. The parties voluntarily agree to submit matters to final and binding arbitration pursuant to the New York City Collective Bargaining Law and under the jurisdiction of the Office of Collective Bargaining. An arbitrator or panel of arbitrators, as agreed to by the parties, will act as the arbitrator of any issue submitted under the expedited procedure herein.
- c. The selection of those matters which will be submitted shall include, but not limited to, out-of-title cases concerning all titles, disciplinary cases wherein the proposed penalty is a monetary fine of one week or less or written reprimand, and other cases pursuant to mutual agreement by the parties. The following procedures shall apply:

i. SELECTION AND SCHEDULING OF CASES:

- (1) The Deputy Chairperson for Disputes of the Office of Collective Bargaining shall propose which cases shall be subject to the procedures set forth in this Section 14 and notify the parties of proposed hearing dates for such cases.
- (2) The parties shall have ten business days from the receipt of the Deputy Chairperson's proposed list of cases and hearing schedule(s) raise any objections thereto.
- (3) If a case is not proposed by the Deputy Chairperson for expedited handling, either party may, at any time prior to the scheduling of an arbitration hearing date for such case, request in writing to the other party and to the Deputy Chairperson of Disputes of the Office of Collective Bargaining that said case be submitted to the expedited procedure. The party receiving such request shall have ten business days from the receipt of the request to raise any objections thereto.
- (4) No case shall be submitted to the expedited arbitration process without the mutual agreement of the parties.

ii. CONDUCT OF HEARINGS:

- (1) The presentation of the case, to the extent possible, shall be made in the narrative form. To the degree that witnesses are necessary, examination will be limited to

questions of material fact and cross examination will be similarly limited. Submission of relevant documents, etc., will not be unreasonably limited and may be submitted as a "packet" exhibit.

- (2) In the event either party is unable to proceed with hearing a particular case, the case shall be rescheduled. However, only one adjournment shall be permitted. In the event that either party is unable to proceed on a second occasion, a default judgment may be entered against the adjourning party at the Arbitrator's discretion absent good cause shown.
- (3) The Arbitrator shall not be precluded from attempting to assist the parties in settling a particular case.
- (4) A decision will be issued by the Arbitrator within two weeks. It will not be necessary in the Award to recount any of the facts presented. However, a brief explanation of the Arbitrator's rationale may be included. Bench decisions may also be issued by the Arbitrator.
- (5) Decisions in this expedited procedure shall not be considered as precedent for any other case nor entered into evidence in any other forum or dispute except to enforce the Arbitrator's award.
- (6) The parties shall, whenever possible, exchange any documents intended to be offered in evidence at least one week in advance of the first hearing date and shall endeavor to stipulate to the issue in advance of the hearing date.

ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES

The Union may post notices on bulletin boards in places and locations where notices usually are posted by the Employer for the Employees to read. All notices shall be on Union stationery, and shall be used only to notify Employees of matters pertaining to Union affairs. Upon request to the responsible official in charge of a work location, the Union may use Employer premises for meetings during Employees' lunch hours, subject to availability of appropriate space and provided such meetings do not interfere with the Employer's business.

ARTICLE VIII - NO STRIKES

In accordance with the New York City Collective Bargaining Law, as amended, neither the Union nor any Employee shall induce or engage in any strikes, slowdowns, work stoppages, mass absenteeism, or induce any mass resignations during the term of this Agreement.

ARTICLE IX - CITYWIDE ISSUES

This Agreement is subject to the provisions, terms and conditions of the agreement which has been or may be negotiated between the City and the union recognized as the exclusive collective bargaining representative on citywide matters which must be uniform for specified employees, including the Employees covered by this Agreement.

Employees in Rule X titles shall receive the benefits of the Citywide Agreement unless otherwise specifically excluded herein.

ARTICLE X - UNION ACTIVITY

Time spent by Employee representatives in the conduct of labor relations with the City and on Union activities shall be governed by the terms of Executive Order No. 75, as amended, dated March 22, 1973, entitled "Time Spent on the Conduct of Labor Relations between the City and Its employees and on Union Activity" or any other applicable Executive Order.

ARTICLE XI - LABOR-MANAGEMENT COMMITTEE

Section 1.

The Employer and the Union, having recognized that cooperation between management and employees is indispensable to the accomplishment of sound and harmonious labor relations, shall jointly maintain and support a labor-management committee in each of the agencies having at least fifty Employees covered by this Agreement.

Section 2.

Each labor-management committee shall consider and recommend to the agency head changes in the working conditions of the Employees within the agency who are covered by this Agreement. Matters subject to the Grievance Procedure shall not be appropriate items for consideration by the labor-management committee.

Section 3.

Each labor-management committee shall consist of six members who shall serve for the term of this Agreement. The Union shall designate three members and the agency head shall designate three members. Vacancies shall be filled by the appointing party for the balance of the term to be served. Each member may designate one alternate. Each committee shall select a chairperson from among its members at each meeting. The chairpersonship of each committee shall alternate between the members designated by the agency head and the members designated by the Union. A quorum shall consist of a majority of the total membership of a committee. A committee shall make its recommendations to the agency head in writing.

Section 4.

The labor-management committee shall meet at the call of either the Union members or the Employer members at times mutually agreeable to both parties. At least one week in advance of a meeting the party calling the meeting shall provide, to the other party, a written agenda of matters to be discussed. Minutes shall be kept and copies supplied to all members of the committee.

ARTICLE XII - FINANCIAL EMERGENCY ACT

The provisions of this Agreement are subject to applicable provisions of law, including the New York State Financial Emergency Act for the City of New York as amended.

ARTICLE XIII - APPENDICES

The Appendix or Appendices, if any, attached hereto and initialed by the undersigned shall be deemed a part of this Agreement as if fully set forth herein.

ARTICLE XIV - SAVINGS CLAUSE

In the event that any provision of this Agreement is found to be invalid, such invalidity shall not impair the validity and enforceability of the remaining provisions of this Agreement.

ARTICLE XV - CONTRACTING-OUT CLAUSE

The problem of "contracting out" or "farming out" of work normally performed by personnel covered by this Agreement shall be referred to the Labor-Management Committee as provided for in Article XI of this Agreement.

ARTICLE XVI - ASSIGNMENT DIFFERENTIALS

Section 1.

a. Conditions:

- i. Differentials in the pro rata annual amounts set forth in subsection 1(c) shall be paid to employees in the indicated titles when assigned to a position with duties of a special nature requiring responsibilities not ordinarily performed by employees in the said titles. Eligible assignments shall be limited to those set forth in subsection 1(b), and shall not be deemed a promotion to the next higher title.
- ii. Notwithstanding the provisions of subsection 1(a)(i), an employee receiving an assignment differential which was approved prior to July 1, 1989, shall continue to receive such differential for the *duration of said assignment*.
- iii. Differentials shall be paid to an employee only for the *duration of the assignment* and shall be retroactive to the date of such assignment except that no differential shall be granted with an effective date prior to March 3, 2010.
- iv. Notwithstanding the provisions of subsection 1(a)(iii), in the case of a dispute, no differential shall be granted with an effective date prior to 120 days of the filing of a Step I grievance pursuant to Article IV of this Agreement.
- v. Only one employee shall be eligible to receive a differential for any given assignment. An employee shall *not* receive more than one differential for the same assignment (e.g. both "Squad Leader" and "Plan Review" Differential), except an eligible employee may receive the "Signing and Sealing" Differential in conjunction with the "Squad Leader" Differential.
- vi. Employees in the following titles shall not be eligible for any of these assignment differentials:

Administrative Architect (Non-Managerial)
Administrative City Planner (Non-Managerial)
Administrative Construction Project Manager (Non-Managerial)
Administrative Director of Laboratory (Water Quality) (Non-Managerial)
Administrative Engineer (Non-Managerial)
Administrative Housing Development Specialist (Non-Managerial)
Administrative Inspector (Buildings) (Non-Managerial)
Administrative Landmarks Preservationist (Non-Managerial)
Administrative Landscape Architect (Non-Managerial)
Administrative Project Director (HPD) (Non-Managerial)
Administrative Project Manager (Non-Managerial)

b. Eligible Assignments:

i. Full Differentials:

- (1) **Squad Leader:** When assigned as working supervisor of a "squad" composed of least four professional or para-professional employees, provided at least one such employee is in the same title or an eligible title within the same sub-group of section 1.
- (2) **Plan Review:** When assigned as the major part of their job duties, to review the design and shop drawings of consulting engineers contracted by the City. *Such assignments do not include field engineering positions or field design changes.* Notwithstanding the limitation of this subsection to review of design and shop drawings "of consulting engineers contracted by the City," employees of the *Department of Buildings* in eligible titles listed in Section 1(c) shall be deemed eligible for the differential set forth herein when assigned as the major part of their job duties to review of design and shop drawings.
- (3) **Signing and Sealing:** Effective July 1, 1994, an Architect *Level I* (all specialties), Engineer *Level I* (all fields & specialties) or Landscape Architect *Level I* when assigned in writing on a *regular* basis to utilize his/her valid New York State Professional Architect's or Engineer's License to sign and seal architectural/engineering and other official documents prepared by professional employees *other than the employee him/herself*.

ii. Half Differentials:

- (1) **Assistant Squad Leader:** When assigned as deputy to a supervisor of a "squad" composed of least five professional or paraprofessional employees, provided at least one such employee in addition to the squad leader is in the same title or an eligible title within the same sub-group of section 1.
- (2) **Section Engineer:** When directing the crew responsible for the maintenance of a section of the upstate water supply system.

c. Eligible Titles:

| | | | | |
|------|--|---|---------------|---------------|
| i. | Assistant Architect | City Planner Level I | | |
| | Assistant Engineer(all field & specialties) | Construction Project Manager Level I | | |
| | Assistant Landscape Architect | Housing Development Specialist Level I | | |
| | Assistant Planner | Project Manager (Other than HHC) | | |
| | Assistant Project Development Coordinator | Supervisor of Building Maintenance | | |
| | Assistant Project Coordinator | Supervisor of Electrical Installations & Maintenance Level I | | |
| | Assistant Superintendent of Construction | Supervisor of Mechanical Installations & Maintenance Level I | | |
| | | | <u>3/3/10</u> | <u>9/2/16</u> |
| | Half Differential | | \$765 | \$788 |
| | Full Differential | | \$1,526 | \$1,572 |
| ii. | Architect Level I (all specs.) | Housing Development Specialist Level II | | |
| | Associate Chemist Level I | Landscape Architect Level I | | |
| | Associate Project Manager Level I | Planner | | |
| | Chemist | Project Coordinator | | |
| | City Planner Level II | Project Development Coordinator | | |
| | Construction Project Manager Level II | Superintendent of Construction | | |
| | Engineer Level I (all fields & specs.) | Supervisor of Electrical Installations & Maintenance Level II | | |
| | General Supervisor of Building Maintenance | Supervisor of Mechanical Installations & Maintenance Level II | | |
| | | | <u>3/3/10</u> | <u>9/3/16</u> |
| | Half Differential | | \$884 | \$911 |
| | Full Differential | | \$1,763 | \$1,816 |
| iii. | Associate City Planner I | Senior Architect (all Specialties) | | |
| | Associate Chemist Level II | Senior Engineer (all Fields and Specialties) | | |
| | Associate Housing Development Specialist | Senior Landscape Architect | | |
| | Associate Project Manager Level II | Senior Planner | | |
| | Construction Project Manager Level III | Senior Project Coordinator | | |
| | General Superintendent of Construction (all Specialties) | Senior Project Development Coordinator | | |
| | | | <u>3/3/10</u> | <u>9/3/16</u> |
| | Half Differential | | \$982 | \$1,011 |
| | Full Differential | | \$1,955 | \$2,014 |

- d. All applications for Assignment Differentials should be processed through the Agency Labor Relations Officer who will submit said applications to:

Engineering Differential Review Section - Labor Analysis Unit
Office of Management and Budget
255 Greenwich Street - Sixth Floor
New York, New York 10007

- e. All applications should be accompanied by a valid, dated organization chart of the appropriate unit and should include the following data:

Employee's Name
 Civil Service Title
 Office Title (if any)
 Social Security Number
 Position Number
 Unit
 Work Location
 Distribution Center
 Supervisor's Name and Civil Service Title
Date of Assignment

In addition, the following data should be submitted for the indicated categories of differentials:

Squad Leader, Assistant Squad Leader, and Section Engineer:

Names and Civil Service Titles of Staff Supervised

Plan Review:

Description of Employee's Assignments
 Percentage of Time Assigned

Section 2.

Effective March 3, 2010, a differential in the pro-rated annual amounts set forth below shall continue to be paid to the one Research Scientist or City Research Scientist duly assigned as Assistant Director, Bureau of Laboratories responsible for virology and immunology.

| | |
|---------------|---------------|
| <u>3/3/10</u> | <u>9/3/16</u> |
| \$3,197 | \$3,293 |

Section 3.

Effective March 3, 2010, a differential in the pro-rated annual amounts set forth below shall continue to be paid to the one Program Manager who is assigned on a continuing basis to the performance of the more difficult and exacting portion of the duties and responsibilities of the class of Program Manager.

| | |
|---------------|---------------|
| <u>3/3/10</u> | <u>9/3/16</u> |
| \$1,535 | \$1,581 |

Section 4.

Effective January 1, 2015, a differential in the pro-rated annual amounts set forth below shall be paid to Construction Project Managers and Associate Project Managers who, as a substantial portion of their regular duties and responsibilities, directly oversee or review the work of contractors.

| | |
|---------------|---------------|
| <u>1/1/15</u> | <u>9/3/16</u> |
| \$2,000 | \$2,060 |

ARTICLE XVII - TRAINING FUND

For the period July 1, 2010 through June 30, 2017 the City agrees to continue the practice of contributing the sum of \$25,000 per annum to a Union Administered Training Fund. The training fund provided pursuant to this Article shall be utilized for such programs as may be approved by the Department of Citywide Administrative Services. No contributions shall be made to such training fund during any period in which the separate trust agreement required between the City and the Union relating to the operation of such fund is not in effect.

ARTICLE XVIII - RECRUITMENT & RETENTION OF PROFESSIONAL PERSONNEL

Section 1.

A joint committee composed of representatives of the Office of Management and Budget, the Office of Labor Relations, the Department of Citywide Administrative Services, and the Union shall meet to study problems related to the recruitment and retention of qualified professional personnel and where deemed necessary, make recommendations to the appropriate City officials. The Professional Development Committee shall meet regularly so that it may be able to consider these matters in an expeditious fashion.

Section 2.

The Union agrees that if the City determines at any time during the period of this Agreement that it is impracticable to recruit for any of the titles covered by the Agreement at the then minimum salary, it may unilaterally increase the minimum entrance salary of such title by an amount deemed necessary to recruit for such title.

ARTICLE XIX - PROFESSIONAL FEE ALLOWANCE

Professional licensing fees for New York State licenses required for full Engineers, Architects and Landscape Architects shall continue to be reimbursed in the amount of \$85.00 annually.

Eligible Titles:

| | |
|--|--|
| Architect (all levels, fields and specialties) | Senior Plan Examiner (Buildings) |
| Engineer (all levels, fields and specialties) | Sr. Architect (all levels, fields and specialties) |
| Landscape Architect (all levels, fields and specialties) | Sr. Engineer (all fields and specialties) |
| Plan Examiner (Buildings) | Sr. Landscape Architect (all fields and specialties) |

Administrative Architect (Non-Managerial) (all fields and specialties), Administrative Engineer (Non-Managerial) (all fields and specialties), and Administrative Landscape Architect (Non-Managerial) (all fields and specialties), and any other titles not specifically listed above are not covered by this provision and are not eligible for reimbursement for professional licensing fees.

WHEREFORE, we have hereunto set our hands and seals this 23 day of May, 2022

FOR THE CITY OF NEW YORK AND RELATED PUBLIC EMPLOYERS AS DEFINED HEREIN:

BY: 
RENEE CAMPION
Commissioner of Labor Relations


FOR DISTRICT COUNCIL 37, AFSCME, AFL-CIO:

BY: 
HENRY GARRIDO
Executive Director

FOR THE NEW YORK CITY HEALTH AND HOSPITALS CORPORATION:

BY: 
ANDREA COHEN
Senior Vice President & General Counsel

FOR CIVIL SERVICE TECHNICAL GUILD LOCAL 375, AFSCME, AFL-CIO

BY: 
MICHAEL TROMAN
President

APPROVED AS TO FORM:

BY: 
ERIC EICHENHOLTZ
Chief, Labor and Employment Law

OFFICE OF LABOR RELATIONS
REGISTRATION
OFFICIAL CONTRACT

NO: **22019** DATE: **5/23/2022**

May 23, 2022



DATE SUBMITTED TO THE FINANCIAL CONTROL BOARD

UNIT: Engineering & Scientific

TERM: March 3, 2010 – September 25, 2017

Appendix A

Longevity Increment Eligibility Rules

The following rules shall govern the eligibility of Employees for the longevity increments provided for in Article III, Section 11 of the 2010-2017 Engineering & Scientific Agreement.

1. Only service in pay status shall be used to calculate the 15 years of service, except that for other than full time per annum Employees only a continuous year of service in pay status shall be used to calculate the 15 years of service. A continuous year of service shall be a full year of service without a break of more than 31 days. Where the regular and customary work year for a title is less than a twelve month year, such as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the 15 years of service. If the normal work year for an Employee is less than the regular and customary work year for the Employee's title, it shall be counted as a continuous year of service if the Employee has customarily worked that length work year and the applicable agency verifies that information.
2. Service in pay status prior to any breaks in service of more than one year shall not be used to calculate the 15 years of service. Where an Employee has less than seven years of continuous service in pay status, breaks in service of less than one year shall be aggregated. Where breaks in service aggregate to more than one year they shall be treated as a break in service of more than one year and the service prior to such breaks and the aggregated breaks shall not be used to calculate the 15 years of service. No break used to disqualify service shall be used more than once.
3. The following time in which an Employee is not in pay status shall not constitute a break in service as specified in paragraph 2 above:
 - a. Time on a leave approved by the proper authority which is consistent with the Personnel Rules and Regulations of the City of New York or the appropriate personnel authority of a covered organization.
 - b. Time prior to a reinstatement.
 - c. Time on a preferred list pursuant to Civil Service Law Sections 80 and 81 or any similar contractual provision.
 - d. Time not in pay status of 31 days or less.Notwithstanding the above, such time as specified in subsections a, b and c above shall not be used to calculate the 15 years of service.
4. Once an Employee has completed the 15 years of "City" service in pay status and is eligible to receive the \$800 longevity increment, the \$800 shall become part of the Employee's base rate for all purposes except as provided in paragraph 5 below.
5. The \$800 longevity increment shall not become pensionable until fifteen months after the Employee begins to receive such \$800 increment. Fifteen months after the Employee begins to receive the \$800 longevity increment, such \$800 longevity increment shall become pensionable and as part of the Employee's base rate, the \$800 longevity increment shall be subject to the general increases provided in Article III, Section 3(a) of this Agreement.

Appendix B

Recurring Increment Payment Eligibility Rules

The following rules shall govern the eligibility of Employees for the Recurring Increment Payment ("RIP") provided for in Article III, Section 12 of the 2010-2017 Engineering/Scientific Agreement.

1. Only service in pay status shall be used to calculate the qualifying years of service. A continuous year of service shall be a full year of service without a break of more than 31 days. Where the regular and customary work year for a title is less than a twelve month year, such as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the qualifying years of service. If the normal work year for an employee is less than the regular and customary work year for the employee's title, it shall be counted as a continuous year of service if the employee has customarily worked that length work year and the applicable agency verifies that information.
2. Part-time employees shall be ineligible to receive RIPs, but prior part-time service shall be credited to full-time employees on a pro rata basis, provided all other terms and conditions set forth herein are met.
 - a. An employee must have regularly worked at least one half the regular hours of full time employees in the same title or if no full-time equivalent title exists then at least 17-1/2 hours for white collar positions or 20 hours for blue collar positions.
 - b. Such part time service shall be prorated by dividing the number of hours worked per week by a part-time employee by the number of hours worked per week by a full-time employee in the same title. If no full-time equivalent title exists then the divisor shall be 35 hours for white collar positions or 40 hours for blue collar positions.
3. Service in pay status prior to a break in service of more than one year shall *not* be used to calculate the qualifying years of service.
4. The following time in which an Employee is not in pay status shall not constitute a break in service, but such time shall *not* be used to calculate the qualifying years of service:
 - a. time on a leave approved by the proper authority which is consistent with the Personnel Rules and Regulations of the City of New York or the appropriate personnel authority of a covered organization,
 - b. time prior to a reinstatement,
 - c. time on a preferred or recall list, and
 - d. time not in pay status of 31 days or less.
5. RIPs shall be considered a salary adjustment for the purposes of Article III, Section 1(d) of this Agreement and the maximum salary of an eligible title shall not constitute a bar to the payment thereof.
6. Once an Employee has qualified for a RIP and is receiving it, the RIP shall become part of the Employee's base rate and included in calculating all salary based payments, except as provided in paragraph 7 below. Any future negotiated general increases shall be applied to RIPs.
7. A RIP shall not become pensionable until two years after the Employee begins to receive such RIP.